



Executive Brief:

**Director of Partnership & Investment
Global Coffee Platform (GCP)**



SRI Executive
Search & Consulting



**GLOBAL COFFEE
PLATFORM**
for a sustainable coffee world

About the Global Coffee Platform (GCP)

The Global Coffee Platform (GCP) is an inclusive multi-stakeholder membership association dedicated to advance coffee sustainability. Guided by the vision of a thriving, sustainable coffee sector for generations to come, GCP Members work together to achieve transformational change for 1m+ coffee farmers by 2030. GCP enables coffee producers, roasters, governments, traders, and NGOs to align and multiply their efforts and investments, collectively act on local priorities and critical issues, and grow and scale successful sustainability initiatives across the coffee world.

Over 12 million smallholder coffee farmers around the world produce 70% of the world's coffee in biodiversity rich regions in Latin America, Africa and Asia, but nearly half subsist below international poverty levels, and all face major challenges to adapt to climate change and other critical issues.





Founded in 2016, GCP has achieved remarkable success for a new sector association: It has built a thriving, engaged membership of leading coffee industry players along the entire value chain and created a robust foundation for industry partnership around coffee sustainability with tools and services, and a Network of ten Country Platforms in coffee producing countries. GCP has fostered transparency on sustainable coffee purchases and has been supporting local efforts and collective investments for sustainability impact in six countries in Asia, Africa and Latin America.

In 2021, GCP launched an industry-wide analysis to determine how GCP could go even further to deliver scalable solutions to the industry's biggest sustainability challenges. By end of 2021, an ambitious goal was set to transform the lives of 1 million smallholders towards farmers' prosperity through closing the living income gap and advancing sustainable coffee production, climate adaptation and mitigation, and worker well-being in more than 10 countries by 2030. Following the development of the GCP Strategy in consultation with membership, Country Platforms and partners, implementation was kick-started through collective financial contributions from leading GCP Members in the course of 2023.

For more information, visit www.globalcoffeeplatform.org.

Role Purpose

The position of Director of Partnership & Investment will play a mission critical leadership role to identify, cultivate and secure millions in new funding; drive global collaboration and healthy, productive partnerships in the large and diverse coffee sustainability ecosystem; enable the launch of new sustainability efforts in additional coffee producing countries; and help lead the development of GCP as it grows to meet the challenges before us.

This is a new leadership role in the organization, a member of the Executive Team, primarily responsible for establishing and growing productive relationships with a globally diverse portfolio of foundations, government agencies, international organizations, industry experts and NGO leaders and driving resource mobilization to achieve our goal.

The Director of Partnership & Investment reports to the Executive Director, closely collaborates with team colleagues and drives the development of the Partnership & Investment function to support GCP's entrepreneurial expansion to the scale needed to achieve our ambitious vision.





Responsibilities

- Identify prospective philanthropic, grant and agency funding opportunities of \$100,000 and above; develop and deploy cultivation strategies which harness the full range of GCP's people and programs; develop and execute high-conversion solicitation and closure strategies; and deliver ongoing reporting and relationship management activity to keep financial supporters engaged in our progress.
- In close collaboration with the Executive Director and the Executive Team, support further development and execution of the organization's business plan, including articulating organization-wide goals; strategies; milestones; metrics; financial strategy; and staffing & budget projections.
- Works closely with the Executive Director to engage the Board of Directors to capture their feedback on the business plan and direction around financial projections and metrics provided in the executive dashboard.
- Serves as a liaison in support of the outreach, advocacy and relationship building efforts of the Board of Directors and the Executive Director to a carefully identified set of influential leaders in philanthropic, international development, coffee industry, government and NGO efforts.

- Directly oversees a portfolio of current and prospective major financial supporters. Ensures that every financial supporter in the portfolio receives continuous, personalized attention, ongoing engagement in furtherance of that individual's relationship with and support of GCP as well as personalized follow-up reports that explain the use of the funding and benefits created.
- On average, conducts a minimum of one and an optimum of three personal contacts with current and prospective supporters each business day.
- Oversees the establishment, development and growth of the Partnership & Investment function, including identifying future roles, coordinators and support staff, policies and procedures, vendors and contractors, and collaborates closely with colleagues involved with marketing, communication, and outreach.
- Ensures that database protocols and procedures are comprehensive, best practice, and executed with discipline and accuracy. Ensure the donor database is continuously updated so that all information is accurate, up-to-date, and appropriately organized.
- Collaborates on the production and distribution of organization wide dashboards to ensure the organization is on track to meet goals.





Profile & Qualifications

Requirements

- Demonstrated record of successful resource generation, especially from bilateral/multilateral agencies and foundations.
- Demonstrated record of successful team building and staff supervision.
- Exceptional interpersonal, written and oral communication skills.
- Deep cultural fluency and competency to successfully partner with a large, diverse global stakeholder group.
- Highly tuned listening skills.
- Excellent verbal and written communication skills in English.
- Confidence, professionalism, and passion for the mission.
- Strong empathy & perseverance; highest ethical standards; optimistic, positive and charismatic disposition.
- Passion for sustainable coffee!

Minimum Qualifications

- College Degree.
- 5+ years' experience with nonprofit fundraising, business strategy, board governance, team building, organizational development and performance enhancement.
- Demonstrated track record of success in international development, corporate partnerships, impact capital and how to leverage it for sustainable development, and/or portfolio development.

Preferred Qualifications

- Advanced degree preferred.
- 7+ years' experience with nonprofit fundraising, business strategy, board governance, team building, organizational development and performance enhancement.
- Demonstrated leadership track record in international development, corporate partnerships, impact capital and how to leverage it for sustainable development, and/or portfolio development.
- Work experience in the coffee sector, or with other agriculture commodities/in the field of sustainability.
- Work experience in multi-stakeholder/membership organisations.
- Additional language skills: Spanish/Portuguese/Vietnamese/Bahasa Indonesia.



Terms of Appointment

- This is a full-time position within GCP (40 hours/week) with a period of employment of initially one year, extension desired.
- The mid-range salary for this position is €125K, plus generous benefits. Additional performance-based compensation increases of an additional 10k-100k for the successful attainment of progress milestones.

Role Location

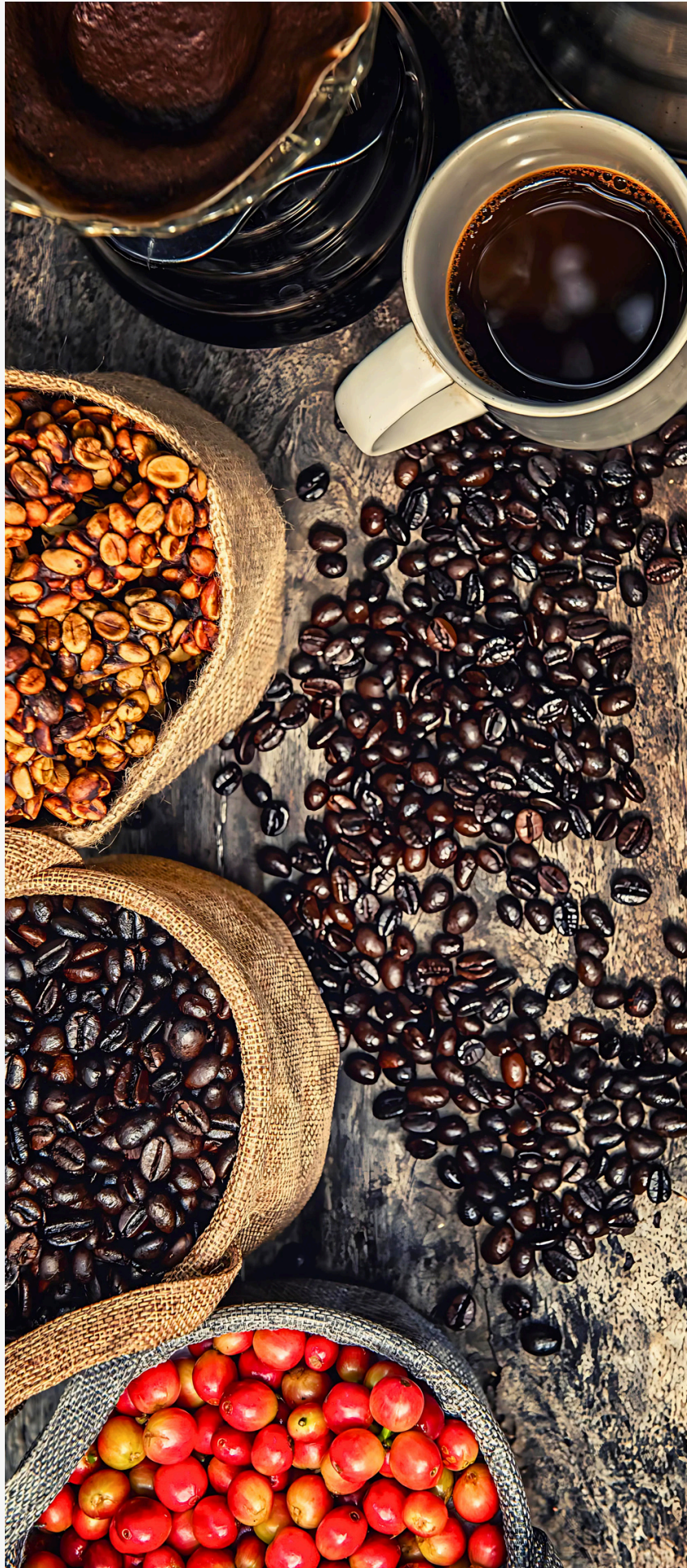
- This role is based in our Bonn headquarters. We're open to candidates based in North America and other continents who would be interested in re-locating after an introductory phase.
- Significant international travel will be required.



How to Apply & Key Steps in the Process*

SRI Executive is exclusively retained by GCP to undertake this assignment.

- If you wish to be considered for this position, please forward a copy of your CV in Microsoft Word format, along with any relevant documentation, as soon as possible and no later than **28 October 2024** to GCP-DPI@sri-executive.com.
- All information will be treated in the strictest confidence. Applications will be reviewed as they are received and we will revert to you as soon as possible.
- During the recruitment process, should you demonstrate sufficient relevant experience, SRI Executive will require your cooperation in completing a Competency Profile. You will also be required to participate in several telephone or Microsoft Teams screening discussions with the SRI Executive team to ensure there is a clear understanding of the Terms of Reference and to ascertain if there is the appropriate “fit” (technical and behavioural) for you and GCP.
- Based on the screening discussions, SRI Executive will provide a shortlist of recommended candidates to GCP for further review. Suitable candidates to take forward for first-round interview will then be selected by the hiring committee. SRI Executive will contact suitable candidates and arrange interviews.



- First-round interviews will be conducted by video-conference. Based on the outcome of first round interview, successful candidates will be invited to participate in a second-round video-conference.
 - Please be aware that this appointment will require that you provide us with contact information of three people who are willing to act as a referee, including former direct reports. We will not contact these individuals without your expressed permission.
 - After you meet with GCP, we will advise you of their decision and provide feedback. At the selection stage, should you be the preferred final candidate, our client will likely extend to you a letter of intention to offer and that the offer will be subject to a reference from your current employer.
- * Please note that this process may be subject to some change.



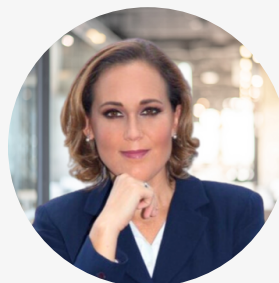


About SRI Executive

SRI Executive is an Executive Search, Leadership and Strategy consulting practice specialising in International Development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organisations to place and support exceptional leaders and develop future-ready strategies that lead to impact.

We bring in-depth expertise, an exclusive network and tailored approach to our service so that in Executive Search, organisations are introduced to leaders who have the balance of behavioural and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change.

In enhancing the capability, capacity and resilience of mission-driven organisations around the world, we know it comes down to people.



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Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.



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