



Appointment of
**Managing
Director**



Introduction to the role

Oikocredit is looking for a Managing Director. As a dynamic and pioneering social investor and international cooperative, we are seeking an outstanding individual to join us in Amersfoort, the Netherlands, to inspire, lead and demonstrate the same values, drive and vision as our staff, supervisory board and members. We are looking for a leader with a strong affinity with Oikocredit's ambitions, and the background, skills and motivation to drive our organization forward. This opportunity combines the worlds of private sector and development finance in support of a triple bottom line of social, environmental and financial results.



About Oikocredit

Oikocredit is a worldwide cooperative and social investor that promotes sustainable development by providing loans, capital and capacity building support to microfinance institutions, cooperatives, fair trade organizations, small to medium enterprises (SMEs) and renewable energy projects in developing countries.

Guided by the principle of empowering people to improve their livelihoods, Oikocredit's strategic focus areas are inclusive finance, agriculture, renewable energy and Africa. Oikocredit has a development financing portfolio totalling €940 million invested across 71 countries worldwide. Oikocredit challenges people and organizations to share their resources through socially responsible investments, thereby empowering disadvantaged people. We do not just provide financing but work with local partners to provide training, technical support and access to markets. Social performance management is a priority for Oikocredit. Measuring and demonstrating social return on investments is essential as the cooperative strives to know that its investments lead to positive change in people's lives. In particular Oikocredit aims to increase its reach to rural agricultural communities and is committed to women's empowerment.

Oikocredit has almost 300 staff members and our decentralized structure reaches from our international office in Amersfoort, the Netherlands, to all corners of the globe. We have regional and country offices in 34 countries, staffed by local experts who work directly with our partners in the field. Being close to our clients and knowing their markets is at the heart of our work.

Oikocredit was founded as a cooperative in 1975 by the World Council of Churches and to date has around 600 members which are mainly churches and church-based organizations. Oikocredit is privately financed through the investments of its member organizations and over 50,000 individuals. Investments are mainly attracted by support associations and our national support offices. Support associations are separate entities that are member organizations of Oikocredit. They mobilize volunteers to raise awareness on development issues and encourage socially responsible investments from local individuals and local organizations.

Oikocredit offers a positive triple bottom line to investors: social, environmental and financial. In addition to earning modest financial returns, investors are secure in the knowledge that their money is being used to improve livelihoods, promote fair trade and respect the planet's natural resources.



Vision, mission and values

Vision

A global, just society in which resources are shared sustainably and all people are empowered with the choices they need to create a life of dignity.

Mission

Oikocredit challenges all to invest responsibly. It provides financial services and supports organizations to improve the quality of life of low-income people or communities in a sustainable way.

Values

- **People** – Oikocredit supports organizations that provide financial opportunities to disadvantaged people irrespective of their faith, culture, age or gender.
- **Sharing** – Oikocredit provides a vehicle for meaningful sharing. An uneven distribution of resources, wealth and power can lead to conflict. When the global community is prepared to share what they have, respect each other and work together, justice and peace can prevail.
- **Ecumenical spirit** – Around the world, people of faith are willing to share their resources. Oikocredit forms part of that worldwide coalition of solidarity.
- **Grassroots** – Development is most effective when it stems from grassroots. In the cooperative culture of Oikocredit, people's initiatives and participation are central to all acts and policies.
- **Integrity** – Respect between people implies honesty and truthfulness. Oikocredit is determined to listen with an open mind and communicate in full transparency on all parameters of its own policies.
- **Environment** – A balanced ecosystem is the basis for life and as such, should be preserved. Oikocredit believes that a healthy balance in nature can only be achieved in a world where resources and power are spread evenly.

Strategic focus areas



**Inclusive
finance**



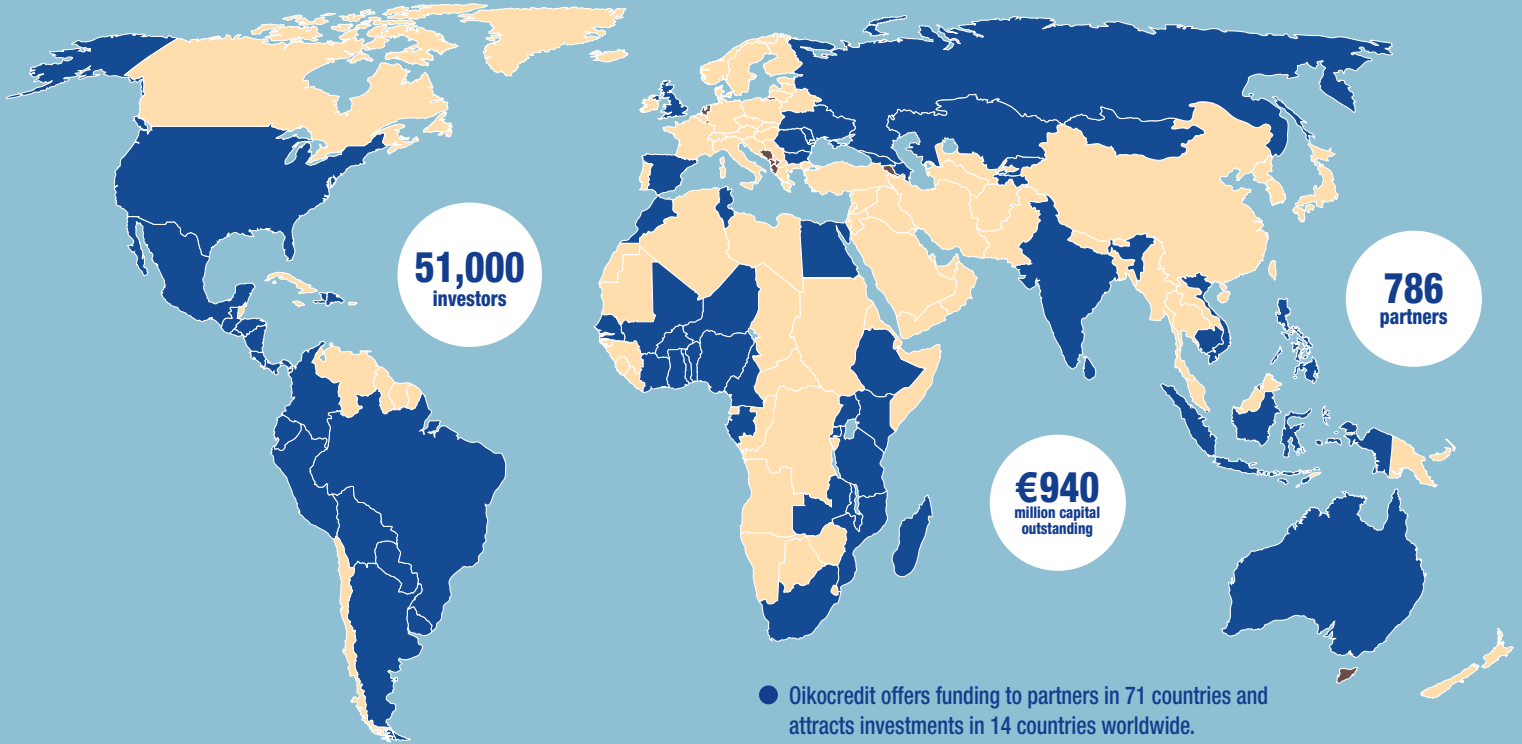
Agriculture



**Renewable
energy**



Africa



51,000
investors

786
partners

€940
million capital
outstanding

● Oikocredit offers funding to partners in 71 countries and attracts investments in 14 countries worldwide.

About the work

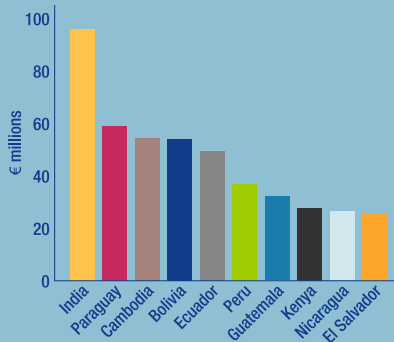
Social Performance at 31 December 2015

Social performance management is a priority for Oikocredit. We monitor certain social performance indicators to ensure our microfinance partners reach the right target groups and provide services that work towards a positive change in people's lives.

Clients reached by Oikocredit's microfinance partners	46 million
• % female clients	86%
• % rural clients	51%
• People employed by social enterprises	84,000
• of which permanent jobs	34,820

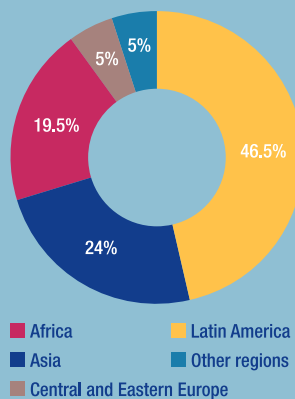
Countries with highest capital outstanding

at 30 June 2016



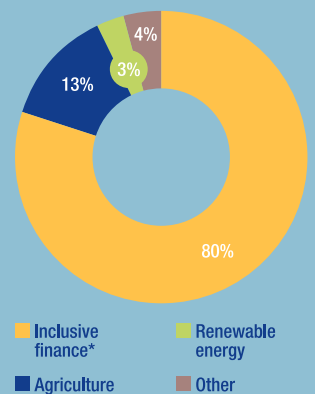
Funding by region

at 30 June 2016



Funding by sector

at 30 June 2016



* including microcredit, SME finance and leasing



The profile

Being Managing Director at Oikocredit is a demanding and yet highly rewarding role. Our organization strives to create a positive impact across the developing world to improve the lives of the economically disadvantaged.

Reporting directly to the supervisory board and provide leadership within the managing board, the Managing Director carries out a wide range of responsibilities from steering the strategy implementation and monitoring, to presiding over the day-to-day operations of the organization, to externally engaging and representing the organization at international conferences and being Oikocredit's principal spokesperson.

This role demands strong strategic focus and a track record of leadership, coupled with highly-effective networking skills and a strong ability to motivate and inspire both colleagues and a multi-stakeholder group of members, investors and collaborators.

The Managing Director's responsibilities and profile have been set by the supervisory board of Oikocredit and are listed as follows:

Main expectations

- Demonstrates participatory leadership with strong strategic and visionary outlook.
- Has a deep understanding of and commitment to the founding principles of the organization and its mission.
- Is able to transform and show passion for the organization and its mission while maintaining a financial and operational balance.
- Builds mutual appreciation among different branches of the organization; fosters understanding between stakeholders; creates togetherness.
- Engages with and helps stakeholders to co-create change.
- Lives the cooperative spirit and acts as a role model for cooperative collaboration.



The profile

Essential experience

- Proven track record in working in a complex governance environment with multi-stakeholder involvement
- Experience of managing and/or leading in a medium to large international organization
- Experience of managing and/or leading an international financial institution, including good understanding of the regulatory environment and its changes both at European and global level
- Experience of managing and/or leading a business with social impact, sustainability, or with another transformative agenda
- Prepared to be based in the Netherlands, at commuting distance from Amersfoort

Additional preferred experience

- Experience in development economics, deeply rooted in and connected to the global development movement
- Preferred experience in or knowledge of (semi) volunteer organizations
- Strong co-operative background with working and management experience in cooperative organizations

Competencies

- Visionary and strategic conceptualizer
- Decision taker
- People leader (listener, enabler, team builder with ability to delegate responsibilities in a considered and effective way and develop trust as a basis for others to shine)
- Strong communicator both internally and externally
- Transformational change leader
- Charismatic person, authentic, compassionate and open minded

The successful candidate will demonstrate commitment to the values of the organization and equally have the proven and mature ability to lead effectively, communicate compellingly, bring people together for meaningful and constructive discussion, find common ground among a wide stakeholder group in support of common goals and be a good steward of the founding principles of the organization.

Fluency in English is crucial; the ability to speak in another language (e.g. Spanish or French) would also be an advantage. To get to know the organization and provide effective oversight, the person must be willing and able to travel extensively.



Appointment process and how to apply

Appointment process

Executive search firm Perrett Laver will conduct an executive research process in parallel with the public advertisement of the role. Following the thorough review of all applications by an Oikocredit search committee, which will be completed in **early December**, the longlisted candidates will be invited to interview with Perrett Laver in December. The search committee will subsequently meet in January to decide upon a final shortlist, and those shortlisted candidates will then be invited to the formal interview process in mid-January 2017.

The appointment will be made subject to satisfactory references and the successful candidate will be expected to take up the post in Amersfoort as soon as is reasonably possible.

How to apply

To apply, please upload an up-to-date curriculum vitae (including comprehensive details of key achievements and responsibilities), along with a cover letter summarizing your motivation for applying and addressing how you are equipped to fulfil the described role and meet the key competencies at www.perrettlaver.com/candidates quoting reference **2755**.

For further information or if you would like to speak to someone prior to applying, please feel free to contact Jordan Williams at Jordan.williams@perrettlaver.com

The closing date for applications is **Monday 28th November 2016**. Applicants are asked to provide suitable daytime and evening telephone and email (and Skype) contact details.



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