

ACT (Action, Collaboration, Transformation) is looking for an

Executive Director (f/m/d) (full-time)

DESCRIPTION

ACT (Action, Collaboration, Transformation) is an agreement between IndustriALL Global Union and Signatory Companies and retailers to transform the way that garments are sourced and produced in order to achieve living wages for textile and garment workers.

ACT is working in key garment and textile sourcing countries to establish industry-wide collective bargaining agreements which are linked to reform of purchasing practices and supported by world class manufacturing standards to enable living wages to be negotiated and paid.

Reporting to the Supervisory Board, the Director manages the Foundation, actively promotes the vision, strategically leads the work, directs the communications and builds relationships with governments, local stakeholders and international institutions and all relevant partners.

Applicants must bring an understanding of worker rights, wage-fixing mechanisms, and supply chain management as well as strong management and communication skills. Proven experience in multi-stakeholder environment in a global context is critical, as the candidate will need to influence and encourage collaboration across Signatory Companies, suppliers, trade unions, government, NGOs and international institutions. The Director will represent the organisation at the highest levels in international fora and have a crucial role in advocating for ACT's goal of achieving living wages in the garment industry.

RESPONSIBILITIES

1. The Director is responsible for managing the organisation, developing resources necessary to achieving its goals, implementing a communications plan and taking the lead on ACT's relationships with governments, local stakeholders and international institutions.
2. The Director is primarily responsible for promoting the visibility and results of ACT's program to internal and external stakeholders and must be able to work closely with relevant operating functions within Signatory Companies and IndustriALL, including its affiliates.
3. The Director provides and sources expertise on topics relevant to ACT's goals, including purchasing practices, industry-wide collective bargaining and world class manufacturing standards. The Director advises on the potential for developments in these areas to contribute to the achievement of ACT's goals.
4. The Director facilitates consensus decision-making by ACT Signatory Companies and IndustriALL and provides input and support to the working groups.
5. A major goal of ACT is to gradually expand its reach to all countries from which its members source. The Director drives the development and implementation of the strategy, including country plans. In order to secure sufficient resources, the Director is responsible for seeking funding relationships, preparing funding applications and for managing and reporting on the expenditure of all funds received.
6. The Director ensures that there are effective administrative processes, adequate controls and financial systems so that the Foundation meets high standards of accountability and transparency.
7. The Director is the head of the Foundation. The Director is responsible for the overall management of the organization, and is charged with implementing its strategy, approved by the Member Council.

BACKGROUND AND EXPERIENCE

Candidates for the role will require:

- A thorough understanding of wages and working conditions, purchasing practices and production systems in garment supply chains
- Experience in the garment industry is not necessary, but is considered an advantage
- Extensive experience in engaging effectively with trade unions, Signatory Companies and retailers, governments and international institutions at both a global as local level
- An understanding of the interests of workers, suppliers and Signatory Companies and how these intersect to impact on wages in the supply chain
- A track record of achievement and leadership in the field
- Experience in working with major international donors

SKILLS AND COMPETENCIES

Candidates should have track record in leadership and:

- The ability to inspire and engage with a wide range of relevant stakeholders; personal presence; excellent influencing skills
- Excellent verbal and written communication skills - this person will be an inspiring presenter and ambassador
- The capacity to interact with both union and Signatory Company constituencies, to convey complex messages to lay audiences, as well as interacting meaningfully with expert ones
- The ability to lead, recruit, delegate, develop, retain and manage a diverse team
- Experience in successfully managing significant projects from inception to completion
- Financial literacy; with the ability to set clear financial direction
- Strong visionary leadership with demonstrated ability to foster integration and teamwork
- Personal strength and diplomacy to build partnerships and resolve conflicts
- The willingness to travel extensively
- Optimism and openness to new ideas

LOCATION The office of the ACT foundation is located in Berlin, Germany. Extensive travelling is required. Flexibility on the duty station can be considered.

SALARY AND BENEFITS Competitive salary and benefits based on experience.

APPLICATION DEADLINE AND CONTACT Please send a letter of application stating the skills and approach that you would bring to the post together with your CV/resume in strict confidence by email to application@actonlivingwages.com by 8 November 2019.

EQUAL OPPORTUNITY EMPLOYER ACT is an equal opportunity employer that does not discriminate in its hiring practices to build the strongest possible workforce.