

Title: President
Reports to: Governing Board
Duty station: Geneva, Switzerland

About Interpeace

Interpeace is an international organisation for peacebuilding, headquartered in Geneva, Switzerland. Its aim is to strengthen the capacities of societies to manage conflict practically and in non-violent ways, by assisting national actors in their efforts to develop social and political cohesion. Interpeace also aims to assist the international community (and in particular the United Nations) to be more effective in supporting peacebuilding around the world, by fostering policy and systemic change. For more information about Interpeace, please visit www.interpeace.org.

General position summary

Reporting to the Governing Board, the President at Interpeace provides the leadership and inspiration necessary to enable Interpeace to implement its mandate and enable its long-term vision. The President's duties are split into three areas:

- Providing strategic leadership to Interpeace;
- Representing Interpeace and advancing its mandate worldwide;
- Securing support from stakeholders of key strategic importance, including financial donors.

The President takes direction and priorities from the Governing Board and manages the Vice-President/Chief Operating Officer (VP/COO) as well as the Executive Office.

Duties and responsibilities

Providing strategic leadership to Interpeace

- Works closely with the Governing Board to identify and set mid- and long-term strategic objectives and develop an organisational strategy to achieve them. In that role, the President focuses on the overall strategic direction of Interpeace, overseeing the VP/COO.
- Drives impact and growth of Interpeace through the identification and pursuit of new impact and peacebuilding-opportunities.
- Formulates and applies Interpeace's long-term vision, strategy, goals, and objectives through the Vice-President and Global Management Team (GMT).
- Approves appointment of GMT members and reviews their staff appraisals.
- Leads the annual Strategic Planning update process and the 5-yearly Strategic Planning process.
- Decides on new geographic focus countries, regions, and thematic programmes, as well as new communications messaging and policy initiatives.
- Manages an Innovation Fund to invest in Programme s initiatives, new policy or research ideas, etc.
- Ensures that the Chief Operating Officer translates strategic visions into financial and

programme targets, and operational standards Interpeace needs to adhere to.

- Provides clear strategic leadership, formulating and communicating to all staff and partners on the work of Interpeace.

People management and leadership

- Creates an enabling work environment and culture where staff members can achieve their potential.
- Builds a high performing and cohesive team.
- Monitors, evaluates, and documents the individual performance of his/her staff for whom s/he is accountable through a staff development approach.
- Demonstrates a mentoring approach to leadership development in others.
- Fosters inclusion and diversity in the staff composition and institutional policies of Interpeace.

Representing Interpeace

- Ensures that Interpeace is an effective ambassador for peace in the world, influencing policy and advocacy amongst decision makers and representing Interpeace efficiently at appropriate fora, including with governments, international networks, donors, key conferences, and others with organisational relevance to Interpeace.
- Builds and advances partnership opportunities to achieve greater influence and increase Interpeace's status as an international organisation.
- Ensures that the brand, media presence, and image of Interpeace is developed and promoted consistently to generate support for peace and the organisation in all relevant fora.
- Creates opportunities for Governing Board members, staff, and partners to represent Interpeace and its messages.

Fundraise from donors of key strategic importance

- Leads in raising unrestricted funding from diverse donors in line with a strategy approved by the Board, including governments, corporates, institutions, and individuals.
- Leads in ensuring the financial sustainability of Interpeace, promoting diverse, sustainable, and balanced sources of income.

Engagement with the Governing Board and its subsidiary bodies

- Sets the agenda of the Governing Board, in agreement with the Chairperson of the Governing Board, and oversees the necessary arrangements and follow-up for Governing Board meetings.
- Sets the agenda of the Board's non-executive committees (Bureau, Audit, Nomination) in agreement with their chairs, and oversees the necessary preparation and follow-up to committee meetings.

Budgeting and financial reporting

- Submits to the Governing Board for approval the annual financial report and budget prepared by the COO in cooperation with the President.
- Formulates key thematic priorities on how and where to allocate available funding.

- Is accountable for the financial management of Interpeace in line with its budget and directly manages the Innovation Fund alongside further thematic and/or geographic expansion and innovation at Interpeace.

Position within the organisation

The President leads the Executive Office, which also includes the VP/COO, the Head of Office, and the Executive Assistant. The President manages the Vice-President, whose principal role is to support and deputise for the President in leadership and representational work, and to oversee practical day-to-day implementation of the organisation's strategic direction, managing and adapting organisational capacities as necessary. The Vice-President, in turn, manages the GMT which comprises five Senior Directors and Directors who between them lead and manage teams responsible for Programme Management; Programme Development and Innovation; Operations; Policy, Learning, and Advisory Services; Strategic Engagement; and Communications. The President meets regularly with GMT members collectively and individually.

Qualifications

- An advanced university degree - Masters or above - in a relevant field, or a university degree together with relevant senior management experience, or equivalent.
- Excellent knowledge and ability to speak and write English and French.
- At least 15 years of progressive managerial experience, of which at least 10 in a senior managerial capacity, in an international environment involving the management of a multinational team, complex systems, and financial resources.
- Sound understanding and experience in the field of peacebuilding as well as of methodologies, approaches, and processes that lead to managing conflict non-violently.
- Demonstrated track record of delivering results: translating strategic priorities into deliverable operational plans and improving organisational performance.
- Demonstrated ability to set and balance priorities with available resources.
- Proven track record of successful fundraising and developing relationships with donors and partners.
- Demonstrated ability to develop strong internal and external networks.
- A proven capacity to build strong interpersonal relationships that foster trust, open dialogue, and transparency.
- A proven capacity to motivate staff towards delivery of goals.
- Ability to work effectively with a diverse workforce.
- Demonstrated experience in establishing a culture of clear accountability that delivers positive results.
- Strategic, analytical, creative, and conceptual thinking skills.
- Ability to communicate powerfully, persuasively, and politically, and with cultural sensitivity.
- Strong and demonstrated commitment to peacebuilding.
- A willingness to undertake a significant amount of travel worldwide.

Specific success factors for this position will be developed by the Governing Board in the context of annual and 5-yearly performance appraisals.