



Greenpeace Mediterranean - Turkey: Executive Director

Closing Date: 25 Mar 2020

Starting Date: As soon as possible

Reference: GP-ED-MED

Contract Type To be determined

About Greenpeace Mediterranean

For over forty years, Greenpeace has been at the forefront of the world's most pressing environmental issues. These issues are global in nature and so are their solutions. With offices in over forty countries, Greenpeace is the leading independent environmental organisation that utilizes bold action, cutting-edge research and creative communications to protect the Earth. Greenpeace exposes global environmental problems and promotes the solutions that are essential to a green and peaceful future.

Greenpeace Mediterranean (GP Med), established as a foundation in Malta in 1995, has been actively campaigning in Turkey, Israel, Lebanon, Jordan and Egypt on issues relating to climate change & renewable energy, nuclear industry, GMOs, marine resources and pollution of the oceans. GP Med currently has over 40 staff in Turkey and Israel. Its budget is approximately EUR 3.8 million, and it aims to increase its budget and the campaigns' impact in the region.

About the Role

The Executive Director of Greenpeace Mediterranean will provide leadership and management of the organisation while working closely with the Board and relating to Greenpeace International. The new ED will lead a senior team based in Turkey and Israel, develop and implement a new strategic plan, and work to ensure financial sustainability for the organisation.

Purpose of the Role

The Executive Director will:

- Provide leadership, vision and strategic direction to the organisation in accordance with Greenpeace's core values and purpose and in cooperation with Greenpeace International.
- Be responsible for the management and administration of Greenpeace Mediterranean and work with the board to ensure proper governance and accountability.
- Ensure that Greenpeace Mediterranean plays a key role in developing Greenpeace International's global presence and campaign programme and makes the best possible contribution to the organisation's international objectives.

Duties and Responsibilities

Leadership

- Based on policies and decisions by the board and in partnership with Greenpeace International, set strategic objectives and strategic priorities for the organisation, develop and nurture its philosophy and core values.
- Provide leadership and inspiration to staff and volunteers, and work with senior management to ensure a common vision and sense of purpose at every level.
- Maintain and strengthen the growth dynamic followed by Greenpeace Mediterranean, with special attention to the Turkish office with its immense growth potential as a provider of resources for Greenpeace work in the whole region.
- Build a cohesive team while bridging cultural and political differences to enable synergies efforts towards shared goals.
- Ensure that there is a common understanding among staff, volunteers and other key stakeholders of the organisation's vision, mission, strategic objectives and priorities, with a specific focus on the regional scope of Greenpeace Mediterranean.
- Ensure that staff and volunteers at all levels are focused on achieving these objectives and operate at all times in accordance with the organisation's core values.
- Develop and foster an organisational culture that attracts retains and motivates staff and volunteers, and in which individuals constantly seek to learn and to improve their own performance and the performance of the organisation as a whole.
- Particularly focus on the development of senior managers from within the region to strengthen long-term development capacities.

Strategic Development

- Based on policies and decisions by the board and in partnership with Greenpeace International and with senior staff members, develop the long-term strategy for the organisation within its core values and objectives.
- Ensure activities are developed, planned and implemented to strengthen the regional scope of Greenpeace Mediterranean activities and presence in the region.
- Monitor, review and as necessary amend the strategy on a regular basis in response to the external environment and in partnership with Greenpeace International.
- Monitor and review the external environment for changes and developments that may affect the organisation and based on policies and decisions by the board and in partnership with Greenpeace International, take action to amend or implement new plans as necessary.

Governance and Relationship to the Board

- Ensure that the organisation fulfils all its legal statutory and regulatory responsibilities.
- Ensure that organisational risks are identified, understood and monitored and that there are systems in place to mitigate the risks, without compromising the organisation's capacity for effective action.
- Ensure that the Board is kept informed of developments that might significantly affect the organisation, and kept abreast of legal actions affecting the organisation or individuals within it or that might have legal implications for the Board or for individual board members.
- Take responsibility for the overall financial health of the organisation and ensure that appropriate financial and auditing systems are in place, so as to safeguard the organisation's financial and other assets, and ensure the organisation is run efficiently and effectively.
- Provide the Board with regular reports as to the status of the organisation and progress against agreed plans, strategic objectives and board policies.
- Ensure that the Board receives sufficient and timely information and advice to be able to make informed decisions and that where board decisions are required these are clearly identified.
- Hold regular meetings with the Board Chair to openly discuss problems and progress, agree on expectations, plan the programme and prepare for meetings with the full Board.
- Support the Board in ensuring that the organisation has a governance structure appropriate to its size, objectives and mode of operation, which protects it from unnecessary risk and is in accordance with Greenpeace guidance and norms.

Operations

- Ensure that all elements and standards of the Operating Model in Greenpeace are implemented, and all operations are in line with the related accountabilities towards Greenpeace International.
- Be responsible for the overall control of the operations of the organisation, including the implementation and evaluation of its strategies, policies, campaigns, financial, marketing, communications and administrative programmes, all according to Greenpeace's core values.
- Ensure proper financial controls and practices are adhered to at all times.
- Lead the development and implementation of appropriate annual business and organisational plans.
- Determine relevant methods for monitoring the performance of the organisation and report to the Board on performance according to approved business, financial and operational plans.
- Responsibility for all aspects of the operation of Greenpeace Mediterranean, including the implementation and evaluation of its strategies, policies and programmes.
- Direct approval and responsibility for all direct actions carried out in the organisation's name.
- Direct participation in international meetings and discussions with colleagues from other Greenpeace offices.

Management

- Ensure that management structure and systems are appropriate to meet the organisation's objectives and enable staff to carry out their work effectively and efficiently, maintaining a culture of risk-taking, including regarding the ambitious rate of development Greenpeace Mediterranean wants to follow.
- Ensure that management policies and decisions are in line with the agreed strategic direction, priorities and core values of the organisation.
- Ensure that the recruitment, management, training and development of staff and volunteers are in line with good employment practice, follow agreed policies and standards, and are directed towards achieving the organisation's objectives.
- Take ultimate responsibility for the recruitment, induction, training and development of all staff and have in place proper disciplinary and grievance procedures.
- Inspire and motivate solidarity, cooperation and a problem-solving approach within the organisation.

Communications

- Foster good communications within the organisation, ensuring quality information flow between departments, in both directions within the management hierarchy and between the organisation and its volunteers.
- Develop the organisation's public profile and foster appropriate and productive relations with for instance other non-governmental organisations, media organisations, and government, statutory and private bodies.
- Ensure continuous support to the digital strategy developed by Greenpeace Mediterranean team.
- Ensure that there are mechanisms in place to take account of the views of staff, volunteers and external stakeholders regarding both the performance of the organisation and potential areas for future attention.
- Represent the organisation and act as a spokesperson at public functions, meetings and to the media and support the development of efficient spokespersons in each country where GP Med operates.

Skills and Experience

- Management experience in a range of disciplines including operations, marketing, finance, human resources, IT, campaigning, media, fundraising and investigations.
- A successful track record at the executive level, in a substantial, complex organisation, in either the non-governmental, commercial or public sector.
- Strong leadership with the ability to lead and inspire others, bring together individuals with strong personal commitment and potentially divergent opinions and engage with people from a range of backgrounds, cultures and viewpoints.
- Direct experience in developing and implementing strategic plans.
- Good knowledge of the environmental issues that are the focus of Greenpeace's campaigns.
- Good understanding of regional politics, including a strategic view on the relationships established by Turkey and Israel between each other and in the region.
- Experience of managing strong-willed, committed individuals in a values-based organisation.
- Experience of board-level relations and knowledge of governance in the non-governmental sector.
- Proactive role in identifying opportunities for Greenpeace actions and in developing strategic partnerships.

- Substantial knowledge of campaigning and advocacy as a strategy to generate change.
- Thorough understanding of, and experience from, seeking voluntary financial contributions by engaging individuals and charitable foundations.
- Understanding of, and experience from, inviting and engaging volunteers, supporters and others to work together to facilitate social change.
- A solid understanding of financial and budget management.
- Commitment to Greenpeace's core values in response to environmental and peace issues through non-violent direct action-led campaigning in line with its mission.
- Ability to speak confidently and fluently in stressful and potentially antagonistic circumstances and to represent the organisation at all levels of public life.
- Willingness to travel extensively in the region.
- Fluent English, plus an additional language (preferably Turkish or Hebrew).