



Regional Head – Asia-Pacific

March 2023

About Bonsucro

Founded in 2005 as the Better Sugarcane Initiative, Bonsucro is now the most widely adopted standard for sustainable sugarcane globally and is undergoing an exciting time of expansion and opportunity. We aim to collectively accelerate the sustainable production and uses of sugarcane. As a not-for-profit organisation made up of members from across the global sugar supply chain - from farmers and millers, to retailers, and end-buyers - we manage the most credible global performance framework for sustainable sugarcane production. We use this to inform, improve and inspire a membership community of change.

The Role

Role:	Regional Head - Asia-Pacific
Reports to:	Director of International Programmes
Location:	Within Asia Pacific Region in location with good regional links with preference to be based within a major sugarcane production country
Work level/grade:	Grade 4 (Senior Manager)
Closing date:	On a rolling basis

Job Summary

Working for a dynamic, purposeful, multi-stakeholder organisation you will play a pivotal role in the Asia-Pacific region, accelerating the sustainable production and uses of sugarcane, and ensuring the success of Bonsucro's ambitious five-year strategic plan.



Reporting to and working closely with the Director of International Programmes, this role will be responsible for translating Bonsucro's global strategy into regional and (in some cases) country-specific strategies for the cane-growers, and mills across the region. The role will also actively engage with end-buyers of sugar and those that help facilitate sustainable sugar productions (agri-business enablers). The role will be responsible for driving forward Bonsucro's profile as the global sugarcane platform within the Asia-Pacific region.

Responsibilities

Key Accountabilities

Strategy and Execution

- Take ownership for Bonsucro's strategies within specific geographies and ensure the delivery of results in measurable sustainability change outcomes.
- Develop strategies and implementation plans for the region and specific countries within the region, and report on progress against agreed plans and frameworks.
- Plan and manage the regional activity budget and operations.
- Design and lead new policy/implementation frameworks that understand and address current and/or emerging priorities.
- Own Bonsucro's profile and relationships across the region.
- Provide effective leadership within the region.
- Promote engagement and communication, resource mobilisation and visibility opportunities for the CEO, Board Members and Bonsucro Ambassadors, as appropriate.
- Proactively engage key existing and new influential stakeholders within the region to create an effective regional network of thought leaders.
- Engage with regional and where appropriate national policy makers to influence the policy agenda towards long term sustainability of the sugarcane sector.
- Promote the credibility, relevance and lasting value creation potential of Bonsucro to members, potential members and stakeholders, including those in sugarcane farming, industry, procurement, marketing and sales, as well as national local government, research organisations, environmental groups, and other relevant organisations.
- With support of Membership Manager be accountable for growing and engaging membership in the region.
- Promote Bonsucro's brand within the region.
- Drive member recruitment, participation and retention across the region.
- Maximise member participation in Bonsucro governance fora and events.
- Support partnership and new initiative development consistent with Bonsucro operational plan and strategy.



- Identify and proactively support the development and implementation of key strategic partnerships with relevance to the region to widen the depth and breadth of Bonsucro's impact.
- Support programme implementation.
- Proactively support the development, planning and implementation of Bonsucro's programmes within the region in line with good change management practice.
- Work with colleagues to establish robust indicators of performance that ensure consistent quality in deliverables both within and between regions.
- Successfully line manage a regional team and actively participate with other programme managers in line with our defined culture, values and ways of working.

Stakeholder and Relationship Management

- Lead stakeholder engagement for the region. Proactively retain and nurture existing partnerships and memberships and manage contractual agreements.
- Promote Bonsucro as a thought leader in sustainable sugarcane production and work with stakeholders to adopt new positions and policies in controversial or contentious contexts.
- Work together with the Global Leadership Team to execute the company's growth plans.
- Liaise with external stakeholders to identify and champion new services and product offerings.
- Build internal support and engagement for new policy or program/portfolio initiatives which may challenge existing programs and approaches.



Candidate profile

Qualifications, Experience, Knowledge and Skills

Essential Criteria

- 10+ years prior experience increasingly senior management roles.
- Demonstrable knowledge of sustainability issues, particularly as they relate to agricultural commodities (preferably sugarcane).
- Educated to post-graduate degree level (or equivalent), preferably in international development, international business, sustainability, or a related subject.
- Proven track record of strategic project and partnership development and management.
- Proven track record of influencing stakeholders from different backgrounds (preferably in the sugarcane, political, and/or commercial sectors) and often diverging views.
- Fluent English and regional specific language/s.

Desirable Criteria

- Proven networks within the global sugar industry.
- An understanding of Voluntary Sustainability Standards.

Competencies/Behaviours

- Self-starter and initiator with motivation and enthusiasm to drive transformational change.
- Demonstrable awareness and sensitivity in accommodating and managing a wide range of perspectives and cultures.
- Good interpersonal skills and the ability to engage across a range of stakeholder groups and cultures.
- Excellent organisational skills and an ability to multi-task.
- Ability and willingness to challenge the status quo.

Special Features

This role will involve a large degree of regional travel to perform management functions and carry out member engagements, as well as occasional visits to our head office in London. Up to 25% of time in this role may be spent travelling.



How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter. Please provide a CV and cover letter in two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-032023-Bonsucro or Pat-Jones-CoverLetter-032023-Bonsucro.

Timeline

Closing Date: On a rolling basis

Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Bonsucro’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at bonsucro-regional-head-ap@oxfordhr.com in the first instance.

Note: Previous candidates need not reapply.



About Oxford HR

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.