INTERNATIONAL
LAND
COALITION



OXFORD HR | CANDIDATE PACK

DIRECTOR

November 2026

ABOUT INTERNATIONAL LAND COALITION (ILC)

ILC AS A MEMBER-LED NETWORK

The International Land Coalition (ILC) is a global alliance of 300+ civil society and intergovernmental organisations, working together to put people at the centre of land governance. It does so by shifting power to the women, men and communities who live on and from the land. ILC is a change-making network organised around member-led National Land Coalitions and regional and global thematic platforms.

ILC supports members, directly and indirectly, by creating a more conducive policy environment at national and international levels through evidence-based advocacy. National Land Coalitions and regional and global thematic platforms support people's organisations to secure land rights. Gender Justice and a commitment to protect land and environment defenders are at the heart of all its work.

ORGANISATIONAL SETTING

The support team to the ILC network (One Team), comprising about forty personnel, is spread between the Global Secretariat and Regional Coordination Units. One Team supports the Coalition in operationalising ILC Strategy 2030 and is accountable to members and donors.

This position is located in the Global Secretariat, hosted by the International Fund for Agricultural Development (IFAD), under the direct supervision of the Managing Director OTD and co-chair of the Coalition Council. The Director reports to the Coalition Council and, through it, to ILC's highest governing body, the Assembly of Members.





THE ROLE

ROLE:	**DIRECTOR**
LOCATION:	**ROME, ITALY**
POSITION GRADE:	**D-1**

JOB SUMMARY

THE ROLE

The Director provides leadership to a high-performing One Team that supports the Coalition and maintains ILC's strategic focus. The Director positions ILC as a leading global advocate for people-centred land governance, influencing policy processes and public discourse at national, regional and global levels. The Director promotes inclusive and decentralised leadership across the Coalition, strengthens institutional diplomacy with governments, multilateral organisations and strategic partners, champions gender justice, youth inclusion and women's land rights, and mobilises the resources necessary to achieve ILC's strategic objectives.

The Director safeguards ILC's good governance and member engagement, represents the Coalition, and sets the tone for a member-led, human rights-focused coalition. Under the Council's guidance, the Director ensures that ILC is impact- and results-driven and financially healthy.

The Director's term is up to a maximum of eight years, renewed annually.

WORKING RELATIONSHIPS

Within One Team, the Director supervises the heads of clusters. The Director reports to and works closely with the Coalition Council and Strategic Partners, regularly interacts with IFAD management in its capacity as host, and maintains familiarity and regular engagement with ILC's membership.

Externally, the Director develops strategic partnerships and collaborative relationships with social movements, multilateral organisations, funding partners and governments for partnership-building, advocacy, knowledge sharing, policy dialogue and resource mobilisation. The Director represents ILC in multilateral and bilateral fora.



RESPONSIBILITIES

TEAM LEADERSHIP

- Lead and manage the multi-located One Team that serves the Coalition, ensuring the best combination of skills and capacity to support members in achieving impact in line with ILC Strategy 2030. Supported by members of the ILC Management Team, motivate, coach and guide the team to deliver efficiently and effectively under the overall guidance of the ILC Council, to whom the Director reports. Build and encourage a gender-sensitive work culture and environment.

STRATEGIC FOCUS

- Engage members and governing bodies in developing and maintaining ILC's strategic vision, guided by Strategy 2030. Draw on the strengths of a diverse coalition and its ambition for system change towards people-centred land governance, including breaking cycles of gender injustice. Keep the strategic focus clear and responsive to members' needs, the Coalition's evolution and changing contexts.
- In line with Strategy 2030 and ILC's pledge to Gender Justice, oversee commitments to address gender inequalities across the Coalition and support women's full participation and leadership within the network.
- Ensure that ILC's strategic direction reflects emerging global agendas and challenges, including secure land tenure, women's land rights, climate change, food systems transformation, biodiversity conservation and implementation of the Rio Conventions. Promote knowledge generation and evidence-based policy influence to strengthen ILC's leadership in these areas.

IMPACT

- Oversee implementation of Strategy 2030 through triennial workplans under the Council's guidance. Position ILC's partnerships and work to be catalytic and achieve impact beyond what ILC directly funds. Performance indicators cover the development and support of regulatory frameworks and policies that better address People's Organisations' needs and priorities and reduce gender and other inequalities, alongside strengthened data and capacity for people-centred land governance at national, regional and global levels. Promote the integration of women's land rights, youth engagement and intergenerational approaches across ILC's programmes and advocacy. Position ILC as a leading voice in global policy processes related to land governance, climate action, food systems and sustainable development.
- Ensure that ILC's impact is properly measured and reported through its monitoring and evaluation system. Work closely with relevant IFAD counterparts to develop and implement the joint ILC/IFAD action plan, leveraging both institutions' comparative advantages to deliver greater impact.

FINANCIAL PERFORMANCE

- Lead ILC's resource mobilisation strategy and secure funding against triennial targets set by the Council. Build and maintain strong relationships with Strategic Partners providing core funding, and undertake wider outreach to mobilise additional core and earmarked funding from bilateral, multilateral, philanthropic and private-sector partners consistent with ILC's values.
- In a highly variable funding landscape, maintain ILC's visibility to funders and the continued relevance of its messaging. Build new partnerships and mechanisms to increase funding opportunities. Ensure efficient mechanisms for receiving funds and oversee their proper management and reporting according to international standards, good practice and the requirements of funders and host institutions.

GOVERNANCE AND NETWORK ENGAGEMENT

- Enable the Council to fulfil its leadership role on behalf of members. Understand the nature, needs and priorities of ILC's diverse membership and how the Coalition can best serve them. Ensure all members, particularly People's Organisations, can benefit from the Coalition and contribute to its collective power for system change. Promote transparency, accountability and ethical conduct across all operations, ensuring robust safeguards against conflicts of interest and adherence to the highest governance standards. Ensure full accountability to members, governing bodies and funders.

REPRESENTATION AND REPUTATION

- Represent the Coalition alongside its elected representatives and enhance its reputation as a credible, trusted change-maker in the land sector and beyond. Build relationships with funders, governments, multilateral agencies, civil society organisations, social movements and the media. Maintain strong partnerships with IFAD and other host organisations, supporting ILC's operational independence within host organisations' policy frameworks.



SKILLS AND KNOWLEDGE

- At least fifteen years of progressively responsible professional experience in a multicultural organisation, or a national organisation working with a global scope and a human rights focus.
- Demonstrated experience and ability in leading and managing multicultural teams.
- Demonstrated expertise in land governance and familiarity with ILC's mission, membership model and strategic priorities.
- Experience in the design and field-based management of national, regional and global land strategies and projects for the empowerment of disadvantaged groups.
- A proven and successful track record in resource mobilisation and donor engagement.
- Familiarity with the internal dynamics, policies and procedures of International Financial Institutions and/or UN Agencies would be an asset.
- A strong understanding of global policy frameworks related to climate change, biodiversity, desertification, food systems and the Rio Conventions would be an asset.
- Demonstrated senior-level experience engaging with governments, multilateral institutions, civil society networks and People's Organisations, with a strong record of coalition building, institutional diplomacy and policy influence, would be an asset.
- Proven experience advancing gender equality, including women's land rights, and promoting the meaningful participation of youth and groups experiencing marginalisation would be an asset.
- An advanced university degree in a technically relevant area from an accredited institution listed in the World Higher Education Database (WHED).
- Relevant fields include Law, Agronomy, Anthropology, Social Science, Economics, International Relations or Political Science.

LANGUAGES

- **Required:** English (4 – Excellent).
- **Desirable:** French, Spanish and/or Arabic (3 – Good).

CANDIDATE PROFILE

You will be a strategic, values-led leader who can provide clear direction and foster organisational development across a diverse coalition. As a thought leader and role model for ILC's values, you will build trust within and beyond the Coalition, lead by example, and provide mentorship and effective guidance. You will initiate and support change, challenge established approaches and encourage innovation and learning. With a strong focus on members, you will create a positive, cohesive team environment and manage One Team's performance and development effectively.

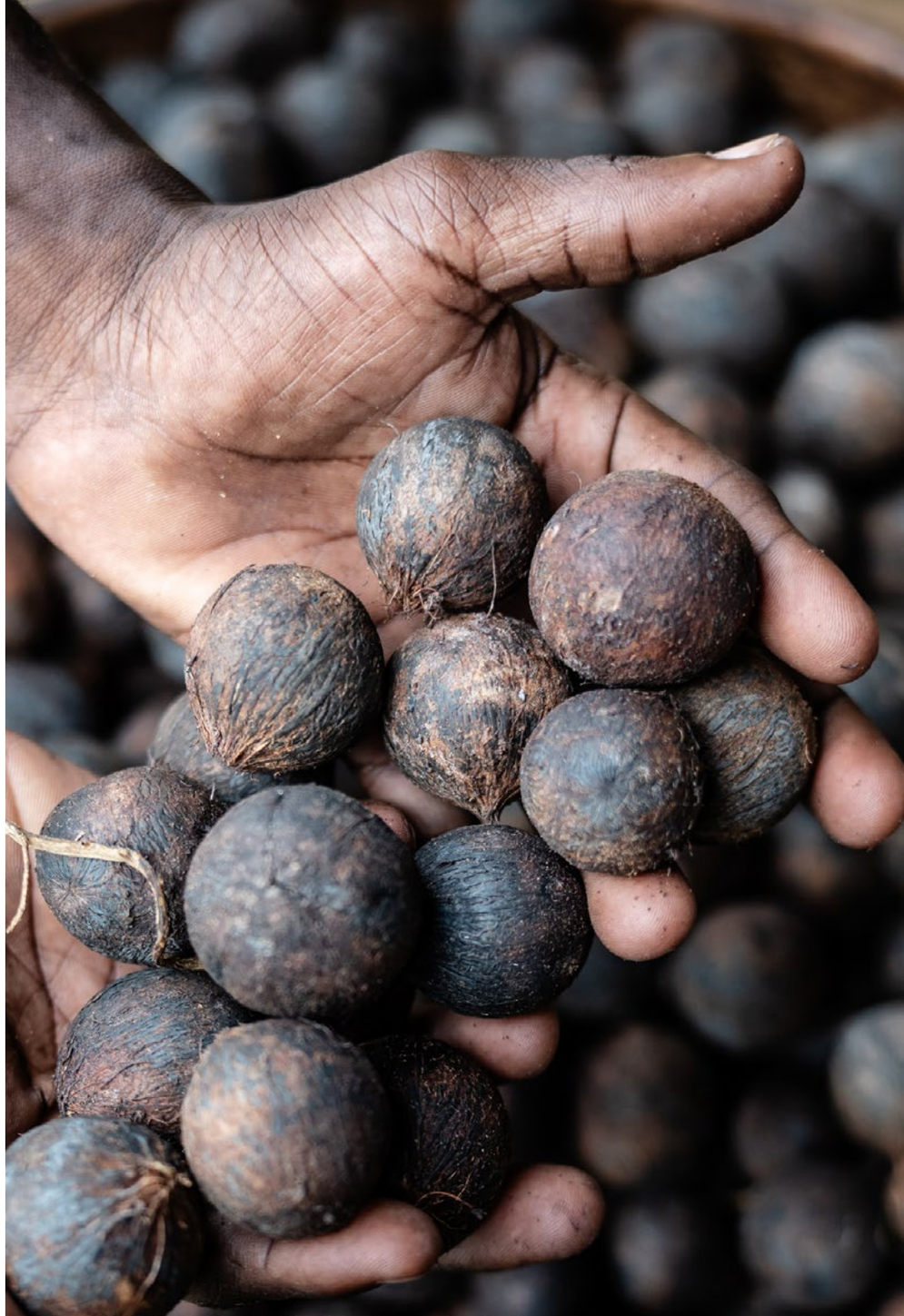
You will combine sound political judgement with the ability to analyse complex environments, solve difficult problems and offer clear options and advice. An astute communicator and negotiator, particularly with funders and other key partners, you will pursue creative, pragmatic solutions in complex negotiations. You will build and sustain strategic relationships internally and externally, identifying new approaches and opportunities to engage both traditional and non-traditional partners with a clear focus on impact and results.

You will be able to lead the development and implementation of medium- to longer-term strategies for ILC, supported by strong planning skills and expertise in managing ILC's human and financial resources. You will also bring know-how in managing ILC resources and in resource mobilisation strategies, including promotion and communication. Action-oriented in your approach to change, you will anticipate risks and conflicts and develop practical solutions. You will assess potential liabilities and risks in ILC's activities, particularly in relation to IFAD and other hosts, members and funders, and put appropriate contingency and mitigation strategies in place.

Integrity, ethical judgement and a commitment to gender equity will underpin your leadership. You will act honestly, uphold ILC's core values and Code of Conduct, and demonstrate equity, impartiality and sensitivity in exercising authority and working with staff and stakeholders. You will not tolerate unethical behaviour. You will take responsibility for incorporating gender perspectives and ensuring equitable consideration of women and men in all assigned activities.

You will bring strong expertise in people-centred land governance, including land rights, equitable access to land and natural resources, land tenure security, and the development of inclusive land policies and institutional frameworks. You will have a solid understanding of the links between land governance, climate change, biodiversity conservation and sustainable food systems, as well as relevant global policy frameworks. Your expertise will enable you to advance evidence-based advocacy, influence policy processes and promote the rights and meaningful participation of women, Indigenous Peoples and local communities.

Your expertise in land will encompass equitable access, registration, conflict resolution, planning, management and impact evaluation. You will also bring knowledge of land governance, capacity building and institutional development, alongside the formulation of policies, legislation and implementation strategies.





HOW TO APPLY

All correspondence at this stage should be via ILC, where pre-screening takes place. To apply for this post, click on the "Apply" button on the job advert page, complete the online application form, and submit your CV and cover letter as two separate documents. Prepare both documents 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.

Save each document as a PDF using the format First Name-Last Name-Document Name-Date (mmyy)-ILC, for example Pat-Jones-CV-1126-ILC or Pat-Jones-CoverLetter-1126-ILC.

TIMELINE

Closing Date:	11th December 2026
First stage interviews:	TBC
Final interviews:	TBC

SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

EQUALITY STATEMENT

Equality and diversity are at the core of ILC 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 jsawyer@oxfordhr.com in the first instance.

ABOUT OXFORD HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals.

Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success. Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.







Oxford

46 Woodstock Road
Oxford
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

Nairobi

Indigo Cowork Space
Off General Mathenge Road
Westlands
Nairobi

Kenya

+254 (0) 715 163 631

Singapore

6 Battery Road
#06-16
049909

Singapore

+65 (0) 9114 1439

Washington

1250 Connecticut Avenue NW
Suite 700
Washington, DC
20036

United States of America

oxfordhr.com | Company No. 6456325