



# Leadership Team – International Forest Governance Hub

September 2025



# About the European Forest Institute

The [European Forest Institute \(EFI\)](#) is an international organisation with 30 member countries and around 130 member organisations. EFI's headquarters are in Joensuu, Finland. EFI has several offices across Europe, including in Barcelona, Spain and under its International Partnerships Facility a project office in Kuala Lumpur, Malaysia.

The [International Partnerships Facility \(IPF\)](#) of EFI is a global centre of knowledge and expertise that supports policy and governance reforms to safeguard the world's forests. It promotes sustainable forest and land use to help protect and restore forests and maximise their role in green economic growth, climate change mitigation and poverty alleviation. It also fosters legal, deforestation-free and sustainable commodity production and trade.

Following two decades of IPF's experience in partnering with tropical forest countries to enhance forest governance and sustainable land use, EFI has witnessed a strong demand from stakeholders in tropical forest countries for impartial advice in this field and opportunities to learn from each other, see what works in practice, as well as build partnerships between experts to accelerate progress in this field. In response to this demand, EFI will establish an International Forest Governance Hub (hereafter referred to as the Hub). The Hub will serve tropical forest country stakeholders delivering on-demand impartial advice, providing a space for North-South exchange as well as

South-South learning and exchange. It will also provide the space for multi-country led initiatives on tropical forest land use governance. The start-up of this initiative is being financed through a grant from the UK's Foreign, Commonwealth and Development Office (FCDO) Forest Governance Markets and Climate Programme with a view to expanding and attracting other donors and interested parties to join.

The entity will be located at EFI's new UK office, scheduled to open by the end of 2025 in Edinburgh, Scotland (hosted by Forest Research at their premises). From that base, it is expected to develop a strong network across all tropical forest regions.

The objectives of the Hub are to:

- Provide independent and tailored guidance from and to tropical forest countries on forest governance.
- Consolidate and curate knowledge and understanding of forest governance to inform international and national processes.
- Create a cross-country space for dialogue and lessons learning and promote South-South cooperation and learning.
- Foster international initiatives and policy processes to serve the interests of developing countries' ambition for sustainable development and sustaining their forests, grounded in strong forest governance principles.
- Build understanding amongst donors and investors on the importance of investing in forest governance foundations and having the tools to do so.







# The Role

**Role:**

Leaders (2 roles) – International Forest Governance Hub

EFI is seeking to appoint a leadership team of two that will jointly embody the principles of North-South exchange, guiding both the strategic direction and operational management of the Hub.

**Location:**

The entity will be based in Edinburgh (UK). Flexible working arrangements can be considered and discussed as part of the recruitment process.

**Salary:**

Competitive

**Benefits:**

Competitive. Overall benefit packages will be dependent on relocation requirements. They will include a competitive pension scheme and leave entitlements.

**Contract Type:**

The position is offered on a fixed-term basis for four years, with the possibility of extension based on performance.



# Job Summary

EFI is assembling a leadership team to establish the International Forest Governance Hub and is currently seeking two Leaders to guide the Hub's development and establish and oversee its governance and operations.

The Leaders will be accountable for delivering the Hub goals and objectives, managing a team of interdisciplinary experts. They will shape the Hub's development strategy, its institutional structure, recruit a small core team and build a wide network of expertise capable of delivering the Hub's objectives. They will work in close cooperation with the Head of International Partnerships Facility, the Hub Advisory Group (formed by EFI, FCDO, FGMC Programme Management Strategy and Support Team (PMSST)) and future governance structures of the Hub, once in place.







## Role Remit

The leaders will be responsible for building the hub from scratch, working with advisors to come up with the correct governance and operations to effectively deliver its objectives. For this reason, full job descriptions are not possible to define at this stage as these will depend on the combined blend of competencies and experiences that the individuals bring to the roles.

As part of the initial building phase for the hub the key expectations for the first year are as follows:

1. **Establishing The Hub leadership, core team and network of experts**
2. **Institution building, governance structures and operations modalities**
3. **Preparing and building the knowledge basis for the Hub that provides a “go to” source of information for stakeholders and underpins the basis for impartial advice.**
4. **Preparing and testing modalities for support to active learning and hosting multi-faceted initiatives of southern partners**
5. **Engagement strategy with donors and tropical forest countries.**



# Candidate Profile

The successful candidates will have experience of engaging at a high level of government in tropical forest countries and be able to maintain respect at this level. They will have experience working in partnership to solve forest governance challenges and seek opportunities. To deliver in this role, you will need to be a self-starter with the ability to work with colleagues at EFI to conceptualise, build, staff, and develop the Hub.

The preferred candidates will be well networked and preferably come from an established forestry background, although experience working on sustainability at the interface of forestry will be considered. The individuals will need to have experience of engagement, complex programming and implementing projects in tropical forest countries and be able to navigate the challenges inherent in the subject of forest governance to achieve success. EFI are particularly interested in candidates with a strong network and understanding of the African context of forest and land-use governance and those who can demonstrate a track record in resource mobilisation.

This is a role suitable for individuals who are comfortable operating in small to medium environments where leaders are expected to roll their sleeves up and get involved with operations. The role requires energy, passion and commitment to the Hub's objectives and those of EFI more broadly. The leaders will need to have combined experience that covers the following areas:

## Role Specific Criteria

- Extensive experience (at least 10 years) working on multi-disciplinary initiatives in tropical countries.
- Extensive Experience working within an operational environment including management of finance, IT, institutional governance and HR experience.
- Experience in designing and implementing entity-level operations. Including designing organisational governance structures, human resources and business

operations support.

- Significant international experience in leading forest and land-use governance processes and teams working across multiple geographies within a well-established network.
- Experience in institution building and supporting the development of new and innovative initiatives.
- Master's or higher university degree in relevant discipline, or relevant experience.
- Demonstrated capacity to manage complex projects/programme in a results-oriented and flexible manner.
- Proven track record of resource mobilisation.

## Personal Qualities

- Excellent interpersonal communications and relationship management capability
- Experience and willingness to engage and work at Director / Ministerial level and with the media.
- A level of emotional intelligence, collaborative nature and facilitator type leadership that would foster the ability to work in a co-leadership model.
- Capability to create an inspiring teamwork environment.
- Professional proficiency in English is required. French language proficiency would be advantageous.
- Experience in working in multilateral and regional institutional contexts is highly desirable.

**NB: It is acknowledged that the experience above is not commonly found in a single candidate, hence why EFI is seeking a Leadership team working arrangement. It is important to stress that candidates do not need to fulfil the entire criteria to be considered, rather they should aim to meet at least 50% of the role specific criteria and 100% of the general criteria.**







# 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 as 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 PDF in the following format: Your First Name-Your Last Name-Documents-Date (mm/yyyy).

## Timeline

- Closing Date: 19th October 2025
- First stage interviews: Week of 27th October and week of 3rd November 2025
- Second/Third stage interviews: TBC

## Selection Process

Applications will be reviewed by Oxford HR and EFI after the closing date. All candidates will

receive an update regarding their application 10 days after the closing date.

**NB Through the recruitment process, individuals experience, style and approach will be matched with complementary leaders and psychometric assessment will be utilised to help assess correct fit.**

## Equality Statement

Equality and diversity are at the core of EFI’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 believe you are a close match to the role description and have questions regarding your application, please email the Lead Consultant, James Sawyer at [jsawyer@oxfordhr.com](mailto:jsawyer@oxfordhr.com), in the first instance.



# About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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