



# Executive Director

June 2026

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## About Sustainable Rice Platform (SRP)

The Sustainable Rice Platform (SRP) is a global, not for profit, multi stakeholder alliance dedicated to transforming the rice sector to make it more sustainable, resilient, and inclusive. Established in 2011 and originally co convened by the United Nations Environment Programme (UNEP) and the International Rice Research Institute (IRRI), SRP today brings together over 100 members from the public sector, private sector, research organisations, civil society, and financial institutions.

At its core, SRP's mission is to improve the sustainability of rice production worldwide by addressing both environmental and socio-economic challenges. Rice is a staple food for more than half of the global population, yet its cultivation is associated with significant environmental impacts—such as high water use and greenhouse gas emissions—and many smallholder farmers face economic challenges and climate-related risks. In response, SRP works to promote a set of farm-based practices that are proven to deliver positive outcomes in, productivity, resource efficiency and climate resilience, complemented by an assurance process for the rice supply chain.

The organisation focuses on three primary objectives: improving smallholder livelihoods, reducing the environmental and climate footprint of rice production, and ensuring a reliable supply of rice produced to the SRP standards to meet growing global demand. To achieve these aims, SRP develops and promotes practical tools such as sustainability standards, performance indicators, and assurance schemes that enable farmers and companies to adopt and verify sustainable practices.

A key feature of SRP's approach is its emphasis on collaboration across the value chain—from farmers and governments to retailers and consumers. By linking research, policy, production, and markets, SRP encourages large-scale adoption of best practices and supports voluntary market transformation. Its vision, often summarised as “SRP Rice: For People & Planet” reflects a commitment to delivering high quality, nutritious rice while improving farmer livelihoods and protecting the environment.



## Letter from the Chair

Thank you for taking an interest in the position of Executive Director at SRP. The organisation is at an exciting moment in its evolution. Over the last 11 years we have built a robust science-based standard for rice production that addresses the economic, social and environmental challenges in the rice sector. The most recent version of the standard will be launched later this year. We have worked with our members and partners to implement the standard so we know the opportunities for impact at the farm level and in the supply chain can meet growing consumer expectations for responsible food production.

This year we have been able to strengthen our governance, build the team around a new strategy and start the work to take SRP's standard to scale. We are excited by the opportunity to identify someone to become the new executive director for SRP and work closely with the board, the wider membership and strategic partners to achieve ambitious goals in relation to scale and impact. This is an opportunity for someone to really make a mark in the world of sustainability.

Given that nearly 4 billion people rely on rice as their staple food and that rice can be found in almost every kitchen cupboard around the world, the opportunities for SRP are enormous. We aim to find someone who aligns with our mission and values, can demonstrate relevant experience and success and wants to work with us to achieve the SRP's potential. We believe SRP is a catalytic partner to deliver positive impact for rice farmers and consumers around the world, will you be its next leader?

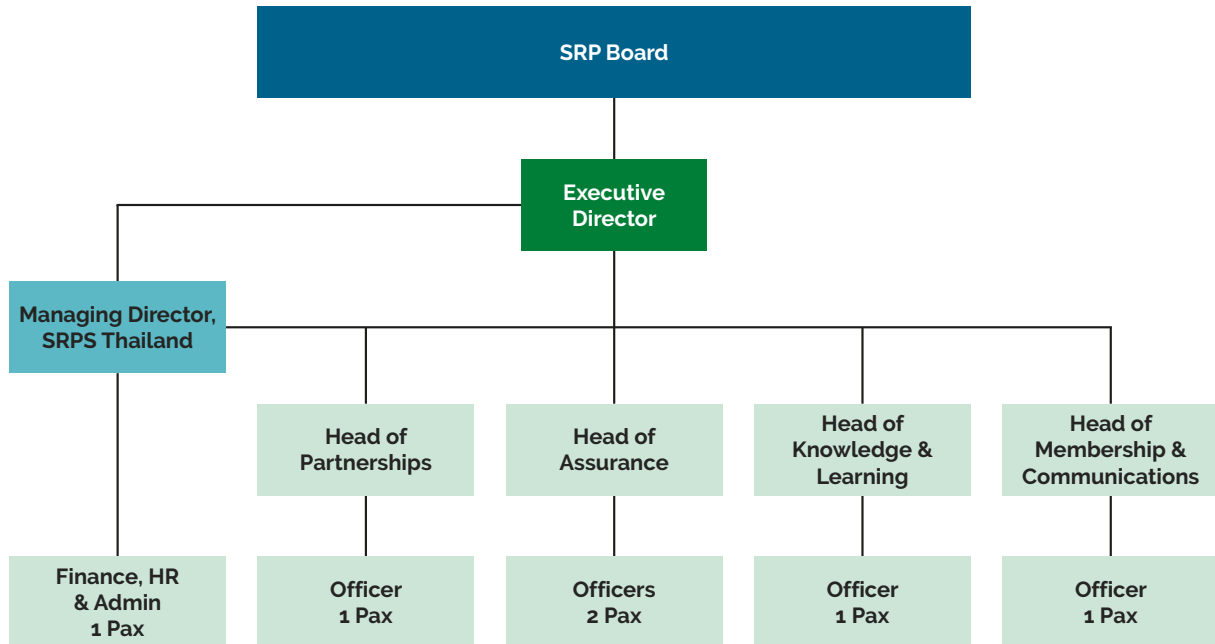
## The Opportunity

The Sustainable Rice Platform is seeking an Executive Director to lead the organisation through its next phase, building on the work already done to create a robust standard with proven impact, to take this to scale. The new CEO will be, purpose driven, able to engage across sectors, building strong partnerships to drive impact at scale for SRP's mission. They will take over from an Interim Executive Director who has created a strong foundation from which the new Executive Director will lead the organisation, ensuring a stable and sustainable financial platform from which SRP can focus on new partnerships and future growth. They will be supported in this by a diverse team of people and external partners who are committed to SRP values, its success and its impact.

The Executive Director will be responsible for setting and executing the overall strategy, strengthening execution and operational excellence, supporting members, the board and extending the organisation's strategic partnerships. The role requires an inspiring leader who can motivate teams, set and execute strategy that delivers both outcomes and financial results, and translate innovation and opportunity into results.



## Our Structure



## The Role

<b>Role:</b>	Executive Director
<b>Location:</b>	Remote working, with frequent international travel
<b>Contract:</b>	Full Time
<b>Probation Period:</b>	Six months
<b>Salary:</b>	€110,000 per annum
<b>Benefits:</b>	Annual leave, organisation pension scheme
<b>Reporting to:</b>	Chair of the Board



## Responsibilities

### Leadership and Management

- Set and communicate a clear long-term vision and strategy for SRP to deliver impact.
- Provide strategic direction and take responsibility for key decisions in line with the organisation's objectives and values.
- Inspire, lead, and develop a high performing, values driven workforce. Ensure the organisation has the right mix of skills and experience to deliver its objectives.
- Lead the management team, ensuring effective performance management of key roles.
- Represent SRP with credibility and influence in key forums and with investors, and strategic partners.
- Advocate for and model the organisation's values by demonstrating the effectiveness of a multi-stakeholder approach that promotes sustainability and social responsibility, at scale.

### Entity, Finance & Risk Management

- Hold overall responsibility for P&L leadership, financial performance, and sustainability.
- Ensure that SRP has a viable business model that can underpin its strategy and objectives.
- Oversee annual budgeting, forecasting, and budget to actuals monitoring.
- Ensure SRP has sufficient and appropriate financial resources in place to deliver its objectives and to maintain operational independence.
- Identify, assess, and mitigate strategic, operational, financial, and regulatory risks.
- Lead crisis management planning and safeguard the organisation's reputation and license to operate.
- Maintain a healthy and productive working relationship with the board.

## Skills, Qualifications and Experience

### Essential Qualities

- Established leadership career.
- Experience and knowledge of value chains, specifically around commodities.
- Experience of sustainability standards.
- Excellent business management skills.
- Experience of cross sector partnership working (e.g. Public, Private and Third Sector).
- Excellent people management skills.
- Excellent resource mobilisation skills.
- The ability to cultivate an inclusive working culture.



- Credibility, diplomacy, and confidence to represent SRP with senior external stakeholders.
- Growth oriented mindset with the ability to identify, test, and scale business models.
- Excellent communication and interpersonal skills and a demonstrated commitment to integrity and cross-cultural respect.

## Desirable Qualities

- Experience of working within commodity value chains.
- Experience of sustainable sourcing.
- Experience of working at an organisational leadership level in the sustainability field.

## Candidate Profile

The SRP board are looking for an established leader who can carry the organisation forward to future growth and impact. They should be well versed in organisational leadership and be a culturally attuned, people focused manager with a track record of senior level responsibility.

The individual does not need to be a specialist in the rice industry but will need to have a passion for sustainability and experience in the agricultural/food sector will be valuable. They will need to understand value chains and sustainability standards and be able to navigate these effectively, understanding how to drive change through supply chains in similar circumstances. They will be able to evidence success in driving impact within their experience.

They will be effective at stakeholder engagement, experience in a member-based organization would be valuable and should be able to identify and deliver on growth opportunities for the organisation. They will have the diplomatic and engagement skills to easily build trust within the SRP platform of partners to become a unifying force. They will be charismatic and put effort into understanding the challenges partners face. The right individual will be trustworthy, have high integrity and transparency and be both responsive and able to adjust to a fast-changing environment. The individual will be a fast learner, used to directing complex portfolios and broad, diverse stakeholder groups. They will be flexible, a self-starter and keen to grow the influence of SRP and the scale of its impact. They need to demonstrate their ability to build and grow initiatives.

They will be an exceptional manager, able to foster happy, productive and highly engaged employees, deploying a servant style of leadership with high emotional intelligence. Working remotely, they will need to demonstrate experience of achieving results across geographies and cultures in a sensitive manner.

Key to the role will be the ability to navigate and communicate at the nexus between impact organisations and the private sector. The individual will need to understand how to market and



create demand for SRP to increase market share. They will understand the challenges at all levels of the value chain that are involved in the implementation of and reporting against sustainability standards. They will be a skilled communicator and a good speaker, able to mobilise and inspire audiences and develop thought leadership positions. Critically they will know how to execute and maintain the trust and motivation of partners to drive toward expanded impact.

## 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-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0626-SRP or Pat-Jones-CoverLetter-0626-SRP.

### Timeline

**Closing Date:** 31<sup>st</sup> July 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 role email to their safe senders list and regularly check their spam folder.

### Equality Statement

Equality and diversity are at the core of Sustainable Rice Platform'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 [j.sawyer@oxfordhr.com](mailto:j.sawyer@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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