



Head of Standard Development

June 2026

About Global Standard

Global Standards gGmbH is the non-profit operating unit that develops and manages leading voluntary sustainability standards for the textile sector. We aim to create a world where all textile production leads with the principles of health, ecology, fairness and care for people's lives and the environment.

Our work began with the Global Organic Textile Standard (GOTS), developed through an international collaboration of industry and civil society organisations seeking a harmonised, credible framework for organic textiles. Today, GOTS sets the benchmark for an international common understanding of environmental and social accountability in the textile sector.

Building on this foundation, Global Standards develops, implements, verifies and promotes robust standards across textile value chains. Grounded in scientific evidence and supported by independent certification, our work helps businesses, retailers and consumers trust the claims behind the products they choose.

Why join Global Standard?

- Be part of one of the world's most respected Voluntary Sustainability Standards setters at a time of critical global change.





- Make a meaningful impact within the global textile value chain
- Work with a mission-driven, passionate and diverse team.
- Enjoy flexible working arrangements and an environment that values leadership, innovation and impact.
- Take pride in being self-efficient, finding fulfilment and joy in purposeful work.

The Role

Role: Head of Standard Development

Location: Remote (within Germany), with travel required

Salary: €6,956.78 per month

Other: Full-time, senior leadership position; significant travel required

Job Summary

- Lead and manage all standard-setting activities for Global Standard.
- Oversee the design, revision and maintenance of standards covering ecological, human rights, social and responsible business conduct criteria.
- Ensure alignment with international best practice, regulatory frameworks and credible standard-setting expectations.
- Bring senior expertise in certification, auditing, standard development, stakeholder consultation and sustainability leadership.





- Provide strong textile-sector expertise and deep knowledge of Voluntary Sustainability Standards.
- Lead a team of experts and specialists across environmental, social and technical disciplines.

Responsibilities

1. Standard Development & Revision

- Oversee the development, review, and continuous improvement of Global Standard's Voluntary Sustainability standards.
- Drive the integration of ecological concerns including climate and circularity, human rights, including social criteria, and responsible business conduct into all standard-setting activities, going beyond compliance to set pioneering standards that lead the way in sustainability and social impact.
- Structure, lead and execute robust, inclusive consultative processes with diverse global stakeholders to ensure standards are credible, relevant, and impactful.

2. Leadership of Experts and Specialists

- Build, manage, and mentor a team of experts and specialists across environmental science, human rights, labour practices, textiles, and sustainability domains.
- Ensure interdisciplinary expertise is leveraged effectively to deliver technically sound and forward-looking standards.





- Drive a collaborative, accountable culture aligned with Global Standard’s mission and values.

3. Technical Leadership

- Provide expert guidance on sustainable production, responsible supply chain management, labour conditions, and ecological conservation, particularly in the textile and apparel sectors.
- Lead risk analyses, sustainability impact assessments, and integration of climate, biodiversity and circularity considerations into standard criteria.
- Develop and oversee the production of technical guidance documents, procedures, handbooks, and implementation support tools.

4. Strategic Oversight

- Develop and execute a long-term roadmap for standard evolution, proactively adapting to global needs such as climate and circularity considerations, social compliance expectations, and regulatory change.
- Collaborate to ensure coherence across certification, assurance, and capacity-building efforts.

5. Stakeholder Engagement

- Cultivate and empower strategic relationships with industry leaders, NGOs, certification bodies, governments, and academic institutions.
- Work in association with the Head of Quality Assurance.
- Represent Global Standard at relevant international sustainability forums





- Ensure stakeholder engagement processes are transparent, participatory, and aligned with recognized best practices such as the UN Guiding Principles on Business and Human Rights.

6. Governance & Compliance

- Ensure full compliance with the ISEAL Codes, and other relevant international guidelines for credible standard-setting.
- Embed grievance mechanisms, transparency protocols, and impact monitoring into the standard development system.

Candidate profile

Essential mindset, qualifications and experience

- Ethical, purpose-driven, visionary and courageous mindset, with a strong conviction that Voluntary Sustainability Standards can be a powerful driver for transformative change.
- Ability to anticipate societal, environmental and market needs, set ambitious benchmarks, and empower action far beyond regulatory compliance.
- Minimum 20 years of senior-level experience in standard development, certification, auditing and sustainability systems leadership.
- Strong expertise in the textile sector, particularly in sustainable production, environmental impact and social compliance.
- Deep knowledge of Voluntary Sustainability Standards, global sustainability regulations and sector-specific certifications.





- Comprehensive understanding of environmental regulations, human rights frameworks such as the UN Guiding Principles on Business and Human Rights and OECD Guidelines, and social sustainability principles.
- Proven track record leading global multi-stakeholder consultation processes.
- Prior leadership experience managing and mentoring international interdisciplinary teams.

Skills and attributes

- Proven strategic thinking and leadership abilities.
- Strong technical writing, policy development and stakeholder facilitation skills.
- High emotional intelligence, diplomacy and ability to build consent across diverse groups.
- Deep personal commitment to ecological sustainability, human rights and social justice.
- Ability to work in dynamic, global, cross-cultural and remote environments.
- Willingness and ability to undertake significant travel.

Preferred Qualifications

- Advanced degree in textile sciences, environmental science, ecology, human rights, sustainable development, or related fields.
- Professional auditing qualifications (e.g., Lead Auditor SA8000, ISO 14001) and/or certifications in human rights or environmental sustainability.
- Familiarity with supply chain traceability tools, life cycle assessment (LCA), and impact measurement frameworks.





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 the 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 Name-Date (mmyy)-GlobalStandards e.g., Pat-Jones-CV-0726-GlobalStandards or Pat-Jones-CoverLetter-0726-GlobalStandards.

Timeline

Closing Date: 30th August 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 Global Standard'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 ggriffiths@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.

Learn more at: oxfordhr.com

