



Appointment of  
**Managing  
Director**



## Introduction to the role

Oikocredit is looking for a Managing Director. As a social investor and international cooperative with a strong track record, we are seeking an outstanding individual to join us in Amersfoort, the Netherlands, to inspire, lead and demonstrate the same values, drive and vision as our staff, Supervisory Board and members. We are looking for a leader with a strong affinity with Oikocredit's ambitions, and the background, skills and motivation to drive our organisation forward. This opportunity combines the worlds of private sector and development finance in support of generating social impact while safeguarding the environment and generating fair financial returns.



## About Oikocredit

**Oikocredit is a social impact investor and worldwide cooperative that promotes the empowerment of low-income people. We have over four decades of experience in leading positive change through our investments.**

We offer loans, investments and capacity building to partner organisations active in financial inclusion, agriculture and renewable energy across Africa, Asia and Latin America and the Caribbean. Oikocredit is a partner for growth for organisations making a positive difference in the lives of low-income people. We finance 544 organisations across 62 countries through our development financing portfolio of € 856.3 million.

Oikocredit was founded as a cooperative in 1975 by the World Council of Churches and to date has around 550 members which are mainly churches and church-based organisations. Oikocredit is privately financed through the investments of its member organisations and over 58,000 individuals who want to be part of a global movement for social change. Investments are mainly attracted by support associations and our national support offices. Support associations are separate entities that are member organisations of Oikocredit. They mobilise volunteers to raise awareness on development issues and encourage socially responsible investments from individuals and local organisations.

Oikocredit has over 200 staff members and our decentralised structure reaches from our international office in Amersfoort, the Netherlands, to all corners of the globe. We have regional and country offices in 14 countries, staffed by local experts who work directly with our partners.

Oikocredit provides its partners with more than financing. We work with them to maximise social impact for low-income people by combining funding with additional support in the form of capacity building.

We lead positive change as a catalyst institution with a global network and local footprint, amplifying impact through mobilising different actors to jointly provide solutions that lead to measurable change in the lives of low-income people.

Oikocredit's vision is a global, just society in which resources are shared sustainably and all people are empowered with the choices they need to create a life of dignity.

In 2020, Oikocredit started to jointly explore with stakeholders our long-term vision, theory of change and strategic choices to prepare a new purpose-driven multi-year strategy for launch in 2022. We are now looking for a Managing Director to take this work forward and guide the organisation to the next strategic level.

For more information, please visit: [www.oikocredit.coop](http://www.oikocredit.coop)



## Vision, mission and values

### Vision

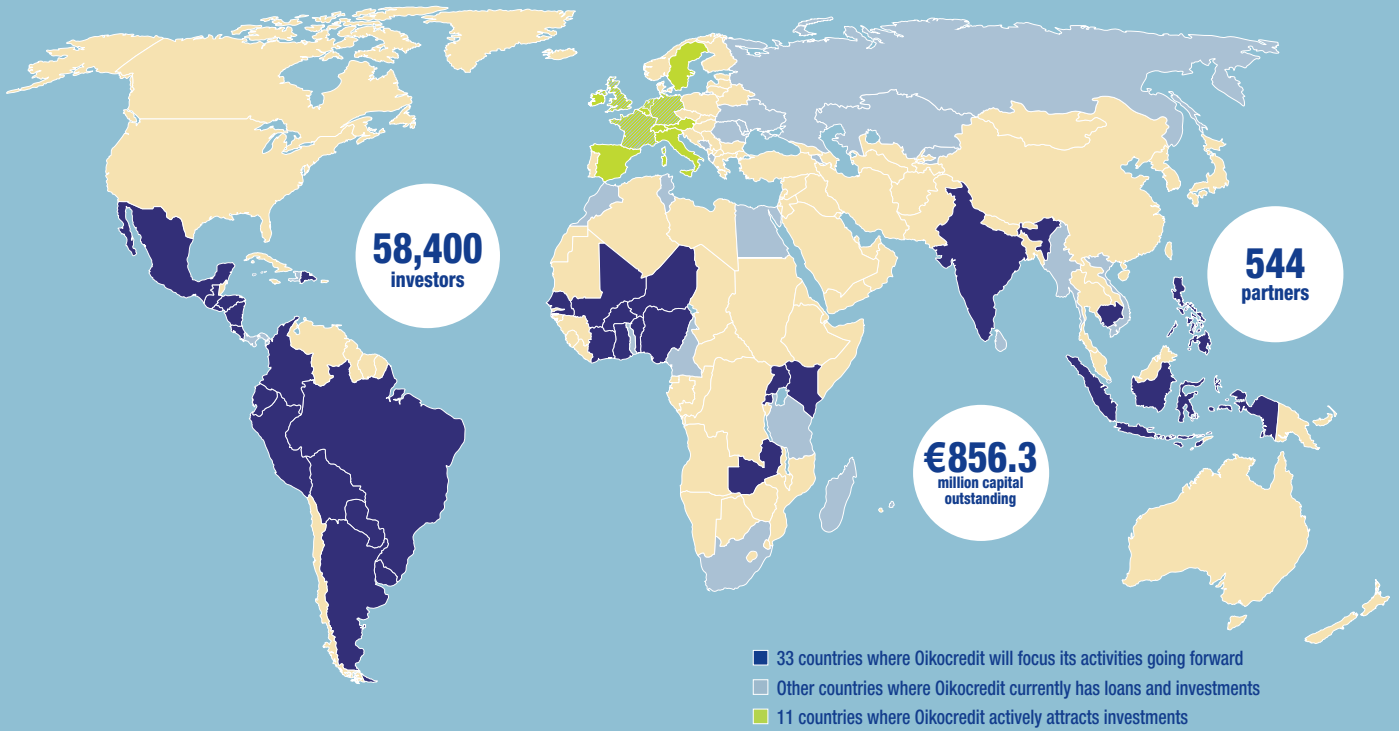
A global, just society in which resources are shared sustainably and all people are empowered with the choices they need to create a life of dignity.

### Mission

Oikocredit challenges all to invest responsibly. It provides financial services and supports organisations to improve the quality of life of low-income people or communities in a sustainable way.

### Values

- **People** – Oikocredit supports organisations that provide financial opportunities to disadvantaged people irrespective of their faith, culture, age or gender.
- **Sharing** – Oikocredit provides a vehicle for meaningful sharing. An uneven distribution of resources, wealth and power can lead to conflict. When the global community is prepared to share what they have, respect each other and work together, justice and peace can prevail.
- **Ecumenical spirit** – Around the world, people of faith are willing to share their resources. Oikocredit forms part of that worldwide coalition of solidarity.
- **Grassroots** – Development is most effective when it stems from grassroots. In the cooperative culture of Oikocredit, people's initiatives and participation are central to all acts and policies.
- **Integrity** – Respect between people implies honesty and truthfulness. Oikocredit is determined to listen with an open mind and communicate in full transparency on all parameters of its own policies.
- **Environment** – A balanced ecosystem is the basis for life and as such, should be preserved. Oikocredit believes that a healthy balance in nature can only be achieved in a world where resources and power are spread evenly.



## About the work

### Social and environmental performance

at 31 December 2019

Social and environmental performance management is a priority for Oikocredit. We monitor certain social and environmental performance indicators to ensure our partners reach the right target groups and provide services that work towards a positive change in people's lives.

#### Clients reached by Oikocredit's financial inclusion partners

38.2 million

- % female clients **86%**
- % rural clients **63%**

#### Farmers reached by Oikocredit's agriculture partners

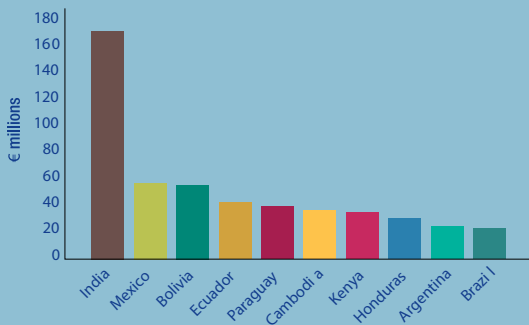
557,000

#### Renewable energy

- Households with access to clean energy **52,000**
- co2 emissions avoided (in tonnes) **149,000**

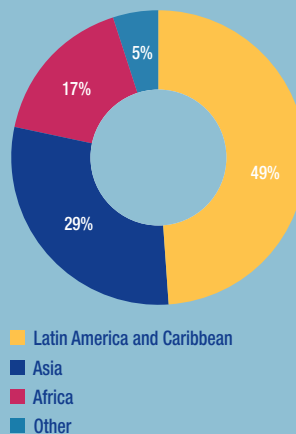
### Ten countries with highest capital outstanding

at 31 March 2021



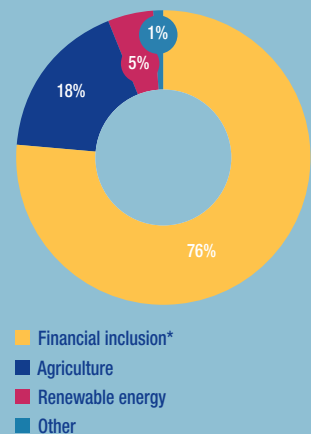
### Financing by region

at 31 March 2021



### Financing by sector

at 31 March 2021





## The profile

**Being Managing Director at Oikocredit is a demanding and yet highly rewarding role. Our organisation strives to create a positive impact across the Global South to improve the lives of low-income communities.**

The Managing Director carries out a wide range of responsibilities from steering the strategy development, executing and monitoring the day-to-day operations of the organisation, to externally engaging and representing the organisation at international conferences and being Oikocredit's principal spokesperson.

The Managing Director chairs the Managing Board, which manages Oikocredit as a collegial body and is collectively accountable to the Supervisory Board, which is the employer, advisor and supervisor of the Managing Board members. The Managing Director is responsible for the well-functioning of the Managing Board as a collective.

This role demands a strong strategic focus and a track record of leadership, coupled with highly effective networking skills and a strong ability to motivate and inspire a multi-stakeholder group of members, investors, staff and partners as well as promote Oikocredit outside the cooperative.

The Managing Director's responsibilities and profile are listed as follows:

### Main expectations

- Demonstrates participatory leadership with a strong strategic and visionary outlook.
- Has a deep understanding of and commitment to the founding principles of the organisation and its mission.
- Shows passion for the organisation and its mission while maintaining a financial and operational balance that will generate meaningful social impact and fair financial returns for our investors.
- Builds mutual appreciation among different regional offices of the organisation; fosters understanding between stakeholders; creates togetherness.
- Is able to lead transformation and engage with stakeholders to co-create change.
- Is able to unite people in working towards a common goal and act as a role model for cooperative collaboration.



## The profile

### Experience

- Proven track record in working in a complex governance environment with multi-stakeholder involvement, preferably in a cooperative structure.
- Experience in managing and/or leading a medium to large international financial institution working in the impact investment space (e.g. financial inclusion, agriculture and/or renewable energy).
- Proven track record of successful strategy implementation.
- Understands digital technology and has a clear vision on how to leverage it for the benefit of Oikocredit and its stakeholders.
- Experience in managing and/or leading a business whose mission includes social change, social impact or sustainability.
- Experience in development economics, deeply rooted in and connected to the global development movement.
- Preferred experience in or knowledge of member-based organisations and/or (semi) volunteer organisations.
- Prepared to be based in the Netherlands, at a commuting distance from Amersfoort.

### Knowledge, skills and mindset

#### Strategy & vision

A clear vision and thorough knowledge of strategic processes enable the Managing Director to create and implement effective strategies that will deliver value and social impact.

#### Financial health

Understands how to assess Oikocredit's financial position and steer its financial performance in order to ensure financial sustainability and fair returns for investors.

#### Governance

Steers Oikocredit towards achieving its objectives while operating effectively, responsibly, legally and sustainably within a two-tier board governance.

#### Leadership

Strong leadership skills to solve problems, cope with crises and change, and inspire others to follow in pursuit of Oikocredit's values and goals.

#### Influencing

Building good networks and relationships within and beyond Oikocredit, in order to gain influence, have impact and progress organisational goals.



## The profile

### Decision-making

Is able to obtain, analyse, interpret and use information effectively to make appropriate decisions.

### Performance orientation

Has Oikocredit's current and future performance in mind in order to bring the most value to Oikocredit and its partners.

### Innovating

Collaborates and creates the right environment for their people to apply innovative thinking.

### Values-driven

The Managing Director's actions and decisions are driven by Oikocredit's values: people, sharing, an ecumenical spirit, grassroots, integrity and environment. These values translate into the following behaviour, amongst others:

- Demonstrating teamwork and joint commitment to the common good in order to bring about societal change.
- Being convinced that diversity and inclusion are core and therefore creating a safe environment in which everyone can participate.

- Actively seeking and utilising diversity of thought.
- Consistently acting and communicating openly, with honesty and transparency regarding his/her intentions and considerations.

The successful candidate will demonstrate his or her commitment to the values of the organisation but equally have the proven and mature ability to lead effectively, communicate compellingly, bring people together for meaningful and constructive discussion, find common ground among a wide stakeholder group in support of common goals and be a good steward of the founding principles of the organisation.

Fluency in English is crucial; the ability to speak another language (e.g. German, Spanish or French) would also be an advantage. To get to know the organisation and provide effective oversight, the person must be willing and able to travel extensively.





## Appointment process and how to apply

An executive search exercise is being undertaken by Perrett Laver, who will support Oikocredit in helping to identify the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the roles.

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5158**. The deadline for applications is **9 am CEST on 26 July 2021**.

Perrett Laver will conduct preliminary in-depth discussions with longlisted candidates in August and the selection committee will then meet to decide on a shortlist of candidates in September. A pre-employment screening and leadership assessment will be part of the selection process. Selection of and negotiations with the preferred candidate will take place thereafter. Reference checks are a final step of the hiring procedure.

Oikocredit aims to be a social and fair employer. We are people from different backgrounds and nationalities working towards a common goal. We stand for equality, inclusion, and cooperation. We attract people who have their hearts in the right place but have the practical sense to back up their ideals with professionalism.

The role is based in Amersfoort, the Netherlands. The salary is competitive and commensurate with the experience required. Oikocredit encourages applications from candidates globally.



## Data protection and privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/>



Herengracht 450-454, 1017 CA, Amsterdam, Netherlands  
T: +312 0240 4375



Perrett  
Laver

AMERICAS ASIA PACIFIC EMEA