



Position Specification

Trafigura Foundation
Executive Director

Our Client

Established in 2007, the Trafigura Foundation provides long-term funding to support communities in the areas of Fair & Sustainable Employment, and Clean & Safe Supply Chains. A venture philanthropy approach is used, where funding is provided to experienced organisations on the ground to achieve long-lasting impact with programmes tailored to local realities. This funding is accompanied by close collaboration on the ground to provide non-financial support, such as access to the networks, technical expertise, operational management, and performance measurement capabilities of Trafigura.

Following a strategy review by the Foundation Board, Climate Action has emerged as a priority strategic direction, with future projects on fair & sustainable employment, and clean & safe supply chains aligned to this focus. The Foundation seeks a new Executive Director to help to define this purpose at a significant moment of strategic change:

- **Alignment to the business:**
 - Increase visibility and engagement within the group
 - Mainstream climate action
 - Enhance staff engagement
 - Draw more deliberately upon expertise and network of senior leadership in the business
- **Focus for enhanced impact:**
 - Narrow geographic focus – define priorities with the business
 - Reduce breadth to increase depth
 - Differentiate strategic partnerships and community care
 - Ensure sustainability of Foundation's impact
- **Greater industry alignment & influence:**
 - Shift from projects to partnerships for systemic change – this should also include governments, multilaterals, and academia
 - Develop sector collaborations, increase leverage & efficiency
 - Focus strategy on additionality to the sector

Trafigura Foundation's founding Executive Director, Vincent Faber, will be retiring after leading the organisation for fifteen years.

For more information, visit [Home | Trafigura Foundation](#)

Trafigura Group

Trafigura, founded in 1993, is a multinational commodity trading and logistics company, focusing on natural resources. Trafigura is an independent and employee-owned business, home to over 9000 employees, of which the top 1000 are shareholders. The company adds value to the global energy, minerals and base metals trade through offering exceptional service and performance across the supply chain. As one of the world's largest independent trading firms, Trafigura offers end-to-end services to connect producers, processors and consumers worldwide. They are a sector leader in terms of global reach and scale, having built a global trading operation that spans 88 offices in 48 countries. Recently, Trafigura and global institutional fund manager, IFM Investors, developed Nala Renewables, a joint venture that aims to develop solar, wind and power storage projects globally, with a total generation capacity of 4-gigawatts by 2025. This, combined with their carbon trading platform, signal not only

exciting and enduring new business offerings, but further position the company in a sector-leading role on decarbonization and energy transition.

Trafigura Group is incorporated in Singapore and is led by Chief Executive Officer, Jeremy Weir. He has been in post since 2014 and took on the additional responsibility of Executive Chairman in early 2018. FY2021 saw Trafigura register group revenue of \$231.3bn, up from \$171.5bn in 2019.

Their vision states: *'Trafigura makes trade happen. And we make it our mission to do that responsibly. We deploy infrastructure, skills and our global network to move physical commodities from places they are plentiful to where they are most needed.'*

'We have been connecting our customers to the global economy for a quarter of a century. We grow prosperity by advancing trade.'

Please see their website for more details: <https://www.trafigura.com/>

Governance & Funding of the Foundation

The Board

The Trafigura Foundation Board meets three to four times a year. It is composed of seven members, representing independent members and executives from Trafigura.

The Executive Director Selection Committee

Chair - Andrew Vickerman

Andrew Vickerman has held a board position with Trafigura since October 2010. He has been heavily involved with community work in developing countries throughout his career and held overall responsibility for various foundations and community trusts while with Rio Tinto, one of the world's leading mining companies.

An economist by background with a PhD in economics from Cambridge University, he has also worked as a development economist, academic and economic advisor to government for the World Bank and other international agencies.

Vice-Chair - Craig Smallbone

A British national, Craig joined Trafigura in 2007 as HR Manager for Europe, and moved in 2012 to the Geneva Office as Global Head of Resourcing. Before joining Trafigura, Craig worked as HR Manager for several charities, such as the British Lung Foundation and Scope.

He is an accomplished sportsman and regularly runs events, always in support of good causes. His unflinching commitment to engage into such initiatives makes Craig a true asset to the Foundation in the development of staff engagement activities at a global level.

Member of the Board - Isabelle Irani

A finance graduate from Lehigh University, Isabelle has a wealth of experience in venture capital and asset management. She started her career at Lehman Brothers, in equity research, after which she joined Advent Venture Partners, a venture capital firm.

Isabelle was also a portfolio manager at LK Advisers (the Mittal Family Office) investing in public and private equity. She then co-founded an emerging market hedge fund with over \$250 million under management, investing in developing markets. In 2013, Isabelle founded Sumerian Partners, a philanthropic advisory group utilising a business-based approach, where she helps philanthropists and social enterprises deliver measurable and lasting social impact.

Biographies for the full Board of the Foundation can be found here - [Our People | Trafigura Foundation](#)

Funding

Trafigura Foundation is funded by allocation of \$10m from Trafigura Group. This is in addition to donations in-kind of facilities, resources, personnel and expertise from the Group.

The Foundation employs a venture philanthropy approach, funding social enterprises in partnership with other funders.

The Role

An Executive Director with unusual vision, intellectual breadth, delivery experience, ambition, and entrepreneurialism is sought, in order to build the Foundation into its next phase. The Executive Director will enhance the impact of the Foundation by aligning its activities to the strengths of the business; focusing the portfolio in order to enhance its impact on Climate Action; and deliver greater industry alignment and influence.

Reporting to, and working closely with the Foundation Board, the Executive Director will be responsible for the strategic, programmatic, financial, and operational leadership of the organisation. S/he will ensure that the organisation's governance, programmes, and engagement are impactful, ethical, and leverage the strengths of the business. The Executive Director will develop the measurement of the impact of the Foundation's programmes, using evidence to demonstrate value and impact with grantees and local partners, Trafigura staff and leadership, and the Foundation's Board.

The Executive Director will be an inclusive leader who will work closely with the Board, partners and donors, Trafigura senior leadership team, and staff to frame the strategy and agenda of the organisation, and enhance its relevance, influence, and practical contribution.

Specifically, the Executive Director will:

- Ably and credibly foster strong relations with varied stakeholders, including members of Trafigura's leadership, staff, industry partners, and delivery partners.
- Develop the Foundation's strategy, and effectively enhance the impact of resources.
- Connect the Foundation with Trafigura, engaging staff, co-creating impactful development solutions, and aligning geographic footprint to enhance the Foundation's strategic role, and development impact.
- Represent the Foundation and Trafigura externally with diplomatic presence, and intellectual leadership on sustainability.
- Build and lead the organisation for its next phase, in order to enable its mission, and enhance its impact.
- Develop effective evaluation of the Foundation's impact, and report to the Foundation Board and Group on performance.

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Trafigura Foundation

Candidate Profile

The successful candidate will bring strong strategic insights and diverse leadership experiences, developed at the nexus of corporate philanthropy, development programming, and socially responsible business. S/he will have a strong understanding of complex supply chains, and the sustainability agenda. This individual will provide vision and sound judgement, coupled with the ability to develop teams, enhance impact, collaborate, and influence diverse senior stakeholder groups. They will be able to analyse opportunities and clearly articulate purpose and mission. Leadership experience in a complex, international environment will be important. S/he will ideally bring entrepreneurial experience in scaling an organisation and/or enhancing its operations and impact.

Skills and Experience

The successful candidate will bring:

- Leadership and management experience, including entrepreneurial experience, and/or building organisational scale and impact.
- Experience of successfully engaging in industry-wide and/or multistakeholder shared-impact agendas.
- Experience at the nexus of corporate philanthropy, development programming, and socially responsible business, including commercial understanding, while appreciating that the Foundation's role is for social impact.
- Familiarity with impactful grant making and the venture philanthropy model.
- International work experience, including working with partners in the Global South.
- Familiarity with Trafigura and/or complex supply chains and logistics organisations.
- Exposure to working with international, voluntary, or non-profit organisations and NGOs.
- Exposure to venture philanthropy, and a track record for successfully deploying catalytic funding.
- Excellent communication skills, including the ability to clearly articulate mission and purpose, and engage diverse stakeholder groups.

Location: Geneva, Switzerland

Languages

- The Trafigura Foundation is an English language working environment, consequently fluency in spoken and written English is essential.
- French could be beneficial.

Key Competencies

Setting Strategy

- An entrepreneurial mindset with the ability to execute and build, while designing for the future;
- The ability to define and articulate impactful organisational strategy; effectively measure performance against this strategy;
- The ability to capture and synthesize emerging trends and ideas, and incorporate them into propositions for action in a changing environment and world;
- The capacity to work collaboratively with a large and complex organisation, articulate its vision, and translate that vision into tangible results and longer-term impact;
- A clear focus on organisational goals amid multiple competing risks and demands, and a capacity to prioritise effectively in order to deliver results.

Leadership & Management

- Demonstrable leadership skills in the stewardship of people, resources and systems, with a proven capacity to motivate and lead a diverse team to achieve the Foundation's goals;

- Team-building ability and the capacity to instil a culture that values knowledge, optimism, determination, diversity, and engagement;
- Excellent interpersonal skills, including the ability to engage and inspire Trafigura Foundation staff and its Board;
- Sound judgement and decision-making on organisational development, including on the allocation of resources, and focus of the Foundation's mission.

Building Relationships and Using Influence

- An articulate, inspiring communicator, able to share a cohesive, ambitious vision for the Foundation to diverse stakeholders, including the senior leadership of Trafigura;
- Ability to influence internally and externally, in a diplomatic, inclusive, and informed manner;
- Flexibility, warmth and sensitivity, drive, passion, and determination; and
- Cultural sensitivity and commitment to diversity.

Advocacy and Representation Skills

- Charisma, courage, and eloquence to deliver key, nuanced development messages with Foundation partners and senior stakeholders at Trafigura;
- Ability to forge purposeful, durable industry-wide collaborations.

How to Apply

To apply, please send your CV, and supporting statement to responses@russellreynolds.com by **8 July 2022**. Your supporting statement should succinctly highlight your motivation, experience, and skills against the requirements of the role. Please include the role title in the subject of your email.

If you have a question about the position, or your application, please contact the Russell Reynolds Team - Simon Kingston and Nick Ricketts - at responses@russellreynolds.com