

DIRECTOR OF PROGRAMS

About the Organization

We work to promote the development and implementation of investment policies and practices that advance sustainable development and human rights.

CCSI's orientation is towards fulfilment of the Sustainable Development Goals, the Paris Climate Agreement, and the UN Declaration on Human Rights, through the mobilization and alignment of public and private investments. Our focus is on the legal, regulatory, and ethical standards that shape public and private investments, with a focus on reforms needed to ensure that future investments are aligned with sustainable development needs.

Public and private investments are at the heart of economic growth, job creation, advances of knowledge and technology, and essential infrastructure, including energy, connectivity, and transport. Yet without proper legal, regulatory, and ethical standards, investments can lead to corruption, social exclusion, human rights violations, environmental destruction, and conflict. Wealth maximization is not enough to guide investment decisions. We need investment frameworks at the global and national levels that align investment decisions with sustainable development objectives, including human rights, environmental sustainability, and social inclusion.

CCSI engages in all dimensions of investment policy, including investment planning, budget design, tax policies, regulatory standards, trade and investment treaties, investor-state dispute settlement, company law, and investor practices, to align investment flows with sustainable development objectives.

The Opportunity

Our 2021 strategy builds on our existing strengths as a world-leading center of applied research and seeks to significantly enhance our impact. This is driven by the growing global awareness that humanity's most pressing challenges will not be solved without a change in how we manage our economies.

CCSI is therefore seeking to recruit a Director of Programs. The successful candidate will have a proven track record of driving high-level changes in systems, laws, policies, and behaviors and ability to understand and utilize research findings for evidence-based advocacy and communications skills to translate work of technical nature into simple messages. They will have experience managing both people and projects to achieve efficiency, cohesion and maximum outcomes from an organization.

This is a newly formed Director-level position who will work alongside the Center Director, our Director of Research & Policy (who provides subject-matter expertise), our Director of Operations, and the Senior Research and Operations staff.

Location: This position requires a physical base in New York City.

Key Responsibilities

1. Strategy Development

Participate in the strategic leadership of the Center: support the development of clear, agreed, and effective strategies and approaches to achieve CCSI's mission and goals of aligning investment with the Sustainable Development Goals and Human Rights. Lead the development of theories of change and design of results measurement and management system.

2. Team Leadership

Build and mentor the Research & Projects team in a manner that empowers and motivates them to contribute towards CCSI's strategic objectives, deliver high standards of performance, and achieve professional development; support the team to achieve CCSI's mission, whilst at the same time enhancing wellbeing and carefully managing workloads.

3. Influencing, Advocacy & Communications

In collaboration with the CCSI Director and Senior Staff, lead the development and implementation of an impactful Influencing, Advocacy and Communications strategy that will effectively support the achievement of CCSI's goals; aiming to promote implementable actions in the realm of laws, practices, and the balance of power.

4. Program Impact and Relevance

Work collaboratively with Senior Staff to identify and implement a portfolio of impactful projects; aiming to ensure that resources are effectively deployed, and programs adaptively managed, to achieve maximum impact.

5. Fundraising & Resource Management

Share responsibility for the financial viability and sustainability of CCSI through effective resource mobilization and management; ensuring that risks are identified and adequately managed.

6. Integration with Columbia University

Contribute towards the maintenance and ongoing development of productive relationships and mutual value-addition for Columbia University and CCSI.

Personal Characteristics

Engagement & Autonomy

You have values and personal ambitions that are aligned with CCSI's goals and values. We're looking for someone with a desire to make a personal contribution towards a just and sustainable world where investment advances human well-being and preserves planetary health. This passion will be exemplified by a willingness to share executive responsibility and accountability for the Center; you will be able to communicate a compelling and inspired vision for the work and talk about future possibilities with optimism. You will have a track record of motivating others and leading organizational change.

Task & Project Management

We're looking for someone who is action-oriented and dynamic: you will have a track record of holding both self and others accountable for measurable high-quality, timely and cost-effective results. You have

experience of developing effective business plans; ensuring that the priorities identified strategically have resources aligned to them, and developing systems, tools or procedures that will support others to deliver results. You can also demonstrate how you have supported others to achieve results by empowering and enabling, rather than micro-management.

Learning & Expert Status

You possess the personal resourcefulness to deal with difficult situations effectively and continually improve skills and knowledge; you have a personal commitment to continuous professional development and promote a learning culture in your team. We're looking for someone who is able to face a challenging problem, or tough feedback, with a desire to learn, grow and improve; quickly adapting and applying new learning into the workplace. You will have a track record of empowering others by sharing information, resources, advice, and encouragement; you can demonstrate how you have helped others by coaching, giving performance feedback and facilitating problem solving.

Relationship Building

You initiate and maintain positive relationships with others - discerning and appreciating the values, concerns, or feelings of others – and you can draw others in to build an effective team. We're looking for someone with sophisticated interpersonal skills and an ability to observe and listen to others at a deep level; perhaps by reading body language or thinking deeply about the implications of what someone else has said. You will have a track record of eliciting the contributions of others, including those with divergent opinions, and accommodating the perspectives of others in planning and decision-making.

Communication & Influencing

You deliberately adjust your behavior in order to address the feelings, needs, or concerns of others; communicating clearly, confidently and appropriately to influence others. You will network strategically and build relationships of influence. We're looking for someone with the motivation and ability to influence others effectively by earning their genuine commitment. You will have a track record of driving change through collaboration and can demonstrate the self-discipline to choose effective strategies when interacting with others.

Thinking & Analysis

You think clearly and intentionally in order to understand issues, solve problems, and make good choices; with an ability to think conceptually and strategically in order to manage complexity. We're looking for someone with a sophisticated understanding of the global economic systems that we are seeking to influence, who is able to see the big picture as well as grasping the minutiae of inter-related components. You will have a track record of hypothesizing and testing innovative theories of change and an excellent ability to conceptualize a framework for implementation and impact.

Effective Resource Management

You can drive organization success through effective and ethical use of resources; seeking to maximize the impact achieved from the deployment of physical, financial and people resources. CCSI has been entrusted with significant donor funds and we are looking someone who has an innate concern to achieve Value for Money; wanting to see the maximum beneficial outcome as a result of any investment and feeling uncomfortable with waste and inefficiency. You can demonstrate a good 'head for business' and a track record of absolute integrity in financial stewardship.

Role Requirements

Qualifications and Education

- A Law or Doctoral Degree.
- Fluent in written and spoken English

Essential Experience, Knowledge and Skills

- At least ten years' experience, including five years of leadership and management experience in a mission-driven, fast-paced, high-performance environment.
- Experience with and enthusiasm for mentorship and staff development; demonstrated commitment to equity, and to responsive, accountable leadership and proactively managing others to take ownership, initiative, and action.
- Strong working knowledge of good practice in Monitoring, Evaluation and Learning; including the ability to craft a well-thought-through Theory of Change and accompanying results measurement framework
- Experience of working in a donor funded environment and evidence of strong donor relationships; track record of leading the team to meet accountability requirements and optimize value-for-money in the utilization of funds
- Good understanding of how investment impacts achievement of the Sustainable Development Goals and the critical importance of appropriate systems, laws, policies and practices. Ability to grasp the complexity of economic ecosystems and the challenges involved in achieving change
- Proven track record of driving high-level changes in systems, laws, policies, and behaviors through influencing, advocacy and communications – ideally with experience of successful global or regional campaigning
- Experience utilizing research findings to inform communication strategies and to support evidence-based advocacy; appreciation of how research can drive development outcomes

Desirable

- Existing network with relationships of influence in key global institutions e.g. United Nations organizations and agencies (including UNCTAD, UNCITRAL, FAO), the African Union, the European Union, the World Trade Organization, World Bank
- Existing network and relationships of influence with relevant civil society organizations