



# Position Specification

**International Corporate Governance Network**  
Chief Executive Officer

## Our Client

The International Corporate Governance Network (ICGN) is a leading voice for the highest standards of corporate governance and investor stewardship. ICGN's work programme focuses on governance standards, regulatory advocacy, effective stewardship, governance professionalism, international networking and company engagement.

Established in 1995 by the world's most influential investors, and led by investors responsible for assets under management of around US\$77 trillion, the ICGN brings together investors and their stakeholders to advance the highest standards of corporate governance and investor stewardship worldwide in pursuit of long-term value creation, contributing to healthy and sustainable economies, society, and the environment. Governments and standard-setters use the ICGN's standards in the development of national codes and relevant regulation. Members also use the standards in their voting policies, company engagements and client reporting.

This is achieved through a comprehensive international work programme based around three core activities:

- **Influence:** Promoting ICGN Principles as investor-led global standards for governance and stewardship and influencing public policy and professional practice.
- **Connect:** Delivering high-quality global events and webinars with unrivalled opportunities for networking, knowledge-sharing and collaboration.
- **Inform:** Enhancing professionalism in governance and stewardship practice through information and education.

The European Corporate Reporting Sustainability Directive cited the ICGN Global Governance Principles as an authoritative global framework of governance information that is of most relevance to users, alongside the G20-OECD Principles of Corporate Governance, which was also updated last year. The Directive has been transposed into 12 European Sustainability Reporting Standards, effective from January 2024.

The review of the ICGN's Global Stewardship Principles is under way as part of a three-year review cycle. They will draw on innovations from new national codes around the world including in New Zealand, Spain and updated guidance in South Africa. The ICGN is also proud to host the Global Stewardship Codes Network, which continues to serve as a valuable resource for those responsible for code development to exchange experiences. This complements the Global Network of Investor Associations, another important group established by the ICGN, which magnifies its collective impact on policy reforms around the world.

The ICGN is an investor-led, non-profit membership-based organisation with around 380 members in its network across 40 countries. It relies on revenues from membership subscriptions, conference fees and other income to sustain its international programme. The revenues in 2022 were approximately £2m. Its Secretariat is based in London, with about 20 staff members and growing.

For more information, please visit [www.icgn.com](http://www.icgn.com)

## The Role

The ICGN is seeking a Chief Executive Officer to lead the organisation and to strengthen its policy impact. The CEO is responsible for top-level strategic and managerial decisions and the overall positioning, success and well-being of ICGN. This is an exciting opportunity for an accomplished leader to drive impact in corporate governance, globally, and to further grow the organisation.

The CEO is responsible for executing through their own deliberate strategic plans, analysis and actions the ICGNs overarching strategic priorities:

- **Strengthening the ICGN's policy impact** as a credible and constructive influence in the interaction between investors, corporates, policy-makers, and their stakeholders; including public visibility in an increasingly crowded environment;
- **Achieving membership growth** in terms of both breadth and depth that supports the ICGN's mission, viability and long-term sustainability.
- **Enhancing the ICGN member value proposition** and conveying this in a clear and compelling manner that strengthens the ICGN's impact.

## Key Priorities and responsibilities

The CEO has the following responsibilities.

### Strategy development and impact creation

- Develop the ICGN's strategy and mission in consultation with the Board and ensure its effective implementation.
- Build and protect the ICGN brand as a leading global authority on corporate governance and investor stewardship.
- Foster strategic alliances and initiatives to position ICGN as a leader in inspiring good governance and stewardship practice worldwide.
- Provide thought leadership on international corporate governance matters and challenges.
- Serve as the lead ICGN spokesperson, alongside the Global Policy Director and others, by proactively engaging with regulatory entities, media, ICGN Members and other stakeholders through a range of channels, including private/ public representation and media engagement.

### Expanding the business

- Build the strength and breadth of ICGN membership, maintaining a majority of investor members, while increasing participation from companies.
- Identify innovative products and services of value to Members.
- Oversee the effective delivery of membership benefits and services ensuring high-quality policy output, delivery of international conferences and education, and the publication of reliable and relevant materials.

### Team management and organisational development

- Set the "tone" for the ICGN and its employees to foster ethical and responsible decision-making, appropriate program oversight of management and best corporate practices.
- Foster a healthy culture and enable Secretariat staff to fulfil their roles efficiently and effectively while augmenting their professional development and value to the ICGN.
- Lead, manage and organise the ICGN's human resources including an employed team, that is based mainly in London, the appointment of consultants and coordination of volunteers. Strive to attract, retain and mentor key talent within the Secretariat.
- Ensure the long-term sustainability of the ICGN through robust financial planning, risk management, prudent cost controls and reliable income generation. Work with the Secretariat and the Board to identify and mitigate risks on the horizon.

The CEO reports to the ICGN board and ensures the board is provided with timely and effective reports and information and that relevant matters are brought to board meetings. The CEO participates actively in board and committee meetings to present status and development of strategic goals and the ongoing ICGN programme. The CEO also collaborates with the board in formulating the organisation's mission and overall strategy

## Candidate Profile

The ideal candidate will be experienced in leading international teams and scaling-up organisations, and will have the ability to develop relationships at the highest levels.

The following knowledge, skills and experiences are being considered as important for the role.

### Professional experience

- At least 10 years of senior leadership experience that may include commercial, strategic / public policy responsibilities.
- A recognised track record in the field of corporate governance, including demonstrated depth and breadth of knowledge with an international outlook.
- Skilful in setting and implementing a strategic vision for an organisation.
- Experienced in growing a business with a high degree of business acumen and strong negotiation skills.
- Knowledge of financial, technical, and economic concepts to run an organisation and to be able to organise resources (people, money, time, materials) in order to achieve goals, manage pressures and meet deadlines.
- Experienced team leader who can motivate, influence and build consensus, both internally and externally.
- Confident public speaker with the ability to communicate in a concise and compelling manner in both verbal and written forms.

### Qualifications

- A post-graduate professional qualification in corporate law, finance, business management, investment or accounting may be an advantage.
- Fluent spoken and written English; other languages would be useful.

### Leadership Competences

#### Setting Strategy

- Building and articulating an inspiring vision and strategy in a rapidly changing sector.
- An entrepreneurial approach to developing new, innovative ideas that will stretch the organisation.
- The ability to effectively balance the need for change with an understanding of how much change the organisation is capable of handling at each stage
- Seeking and assessing information from a variety of sources to support decisions and to align others with the organisation's overall strategy.

#### Leading Teams

- Demonstrated extensive work experience at the most senior levels.
- Ability to inspire a diverse group of colleagues and provide clear direction and motivation through servant leadership.
- Commitment to and experience in advancing diversity, equity, and inclusion of staff members and stakeholders.
- Cultural awareness and high emotional intelligence. Visibly celebrates and supports the success of the team with an inclusive approach.
- Ability to shape organisational culture and values as an impact-driven, highly collaborative organisation.
- Strong track record of leadership and change-management success.
- An ability to lead and manage in a collaborative manner.
- Ability to cultivate high-performing teams, develop talent, and lead from the front, challenging others to greater performance, demonstrating resilience, and remaining self-reflective and open to feedback.

#### Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Strong commercial experience and an understanding of how to drive business success in a purpose-driven business.
- Ability to inspire trust and lead others through compelling influence, powerful charisma, passion in her/his beliefs, and active drive.

#### Executing for results

- Driving higher performance in the organisation, engaging in ambitious evidence-based decision-making, prioritising goals effectively.

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- Opting-in to new challenges and opportunities.
- Leading confidently through ambiguous circumstances and/or change.
- Enthusiastic but pragmatic and thoughtful about setting targets, focusing on operations, and enabling the organisation.

## **Compensation**

The Board has agreed that the CEO will be appointed with an attractive package of salary and benefits, including a bonus component. The salary level will be negotiated with the successful candidate based on their experience and qualifications.

Benefits that extend to paid holiday and sick leave; pension arrangements, life insurance, and medical insurance will be commensurate with the market.

## **Location**

There is a preference for this position to be based in London, United Kingdom. Other locations in Europe would also be considered and relocation assistance may be available.

## **Travel**

International travel is required, on average, eight times a year.

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