



Appointment of
Chief Programs Officer



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Introduction

The coronavirus pandemic serves as a litmus test for natural resource governance, laying bare new imperatives and entrenched challenges. A tsunami of economic impacts washes over a world already beset by a climate crisis and navigating a **transition to cleaner energy**. Need for investment to address revenue shortages threatens to undermine decades of gains in governance, environmental and social standards. Debt looms large over those who have bet their future on the singular promise of extractive wealth. Space for informed, open dialogue is threatened as emergency measures leave a legacy of clamp downs on civil society. Now more than ever, the people of resource rich countries seek a more just, inclusive, and resilient future; one that we at NRG support to achieve.

Over the past year, with these extraordinary challenges, NRG has also seen tremendous and unexpected opportunities. Years of building civil society capacity and strategic alliances across stakeholders enabled us to respond swiftly and effectively to pandemic-driven developments in the extractive sector. When Ghana's government rushed a **flawed proposal** to mortgage the country's future gold royalties through parliament, NRG mobilized and supported a coalition of civil society to successfully demand transparency and assess corruption risks. In Guinea, the pandemic was a tipping point for civil society to pressure government to disclose information around its \$20 billion **resource-backed loan** from China, opening new dialogue on this previously opaque issue.

Seemingly intractable topics like tackling dependency were imbued with new life; partners in Nigeria have welcomed NRG's proposals to reignite public debate on the country's oil dependency and to reimagine a sustainable future.

Responding to the current context – the pandemic, racial injustice protests, social, economic, and political upheavals around the world, the accelerating climate crisis – demands new thinking. We do not have all the answers, but we remain committed to bringing cutting-edge resource governance ideas to the unprecedented challenges facing countries rich in oil, gas and minerals and their citizens. NRG seeks a Chief Programs Officer with the creativity, humility and ambition to help us meet this moment.



About NRGi

The future of one billion people living in poverty in resource-rich countries depends on the decisions taken to address the accelerating climate crisis and the devastating economic impacts of the coronavirus pandemic. The Natural Resource Governance Institute is an independent, global policy analysis and advocacy institute that works in partnership to generate and translate knowledge into reform in resource-rich countries.

In its **2020-2025 Strategy**, NRGi commits to working with partners to advance the following objectives:

- **Getting a good deal.** Licensing and fiscal systems are transparent, fair and help countries maximize the revenues available for development spending.
- **Managing revenues.** Extractive sector revenues are managed in ways that serve long-term public interest and the economic sustainability of public finances, rather than short-term political or private agendas.
- **Navigating the energy transition.** Resource-rich countries advance rather than hinder the transition to cleaner energy. Countries rich in strategic minerals do not replicate misgovernance in that subsector.

- **Addressing corruption and state capture.**

Governments and companies conduct sector operations in ways that reduce opportunities for corruption and capture, and anticorruption actors tackle extractive sector corruption more effectively.

With a staff of over 80 and an annual operating budget of \$14 million, NRGi have registered offices in Belgium, DRC, Ghana, Tanzania, Peru, the US and the UK.

There is a further staff presence in our countries of work and globally, including Bolivia, Cameroon, France, Guinea, Hungary, Lebanon, Kenya, Mongolia, Senegal, Tunisia, Turkey and Uganda[NZ1].

NRGi is **funded** by philanthropic organizations, multilaterals and national governments.



Our Programs

NRGI's program staff work in collaboration, bringing together expertise in different thematic areas and country contexts. This combination of political acumen, presence in countries of engagement and deep sector knowledge enables rigorous and impact programming. The Chief Programs Officer has the express responsibility to ensure continued synergies between our regional and thematic programs.

Thematic Programs

NRGI's Thematic Programs include: Governance Programs; Legal and Economic Programs; Research, Data and Learning.

Erica Westenberg leads NRGi's Governance Programs team, shaping both global norms and country practices regarding extractives governance, on corruption, mandatory payment reporting, use of data, contract transparency, beneficial ownership, commodity trading, and global initiatives like the EITI and OGP.

Amir Shafaie leads NRGi's Legal and Economic Programs, focused on the legal framework and economic decisions shaping extractive industry governance. This includes expertise on issues such as tax policy, legislation and regulation, licensing, contract monitoring, revenue management and state-owned enterprises.

Liz McGrath leads the Research, Data and Learning team, supporting NRGi staff and external stakeholders to use extractive sector research and data to foster debate and dialogue and ensure informed decision-making. The team leads online and in person capacity development and NRGi's monitoring, evaluation and learning strategy.



Our Programs continued

Regional Programs

Through regional and country programs, NRGi connects its technical expertise to real-world challenges and directly delivers on its mission to help improve outcomes for citizens.

NRGi's country programs span five regions and a range of political, socioeconomic and developmental contexts. We are responsive to local circumstances and agendas, leveraging this diversity for learning and sharing lessons across our programs and with the wider resource governance field. We work in a limited number of countries because addressing complex governance challenges requires sustained, in-depth engagement.

NRGi's works in Africa (DRC, Ghana, Guinea, Nigeria, Senegal, Tanzania, Uganda), led by **Evelyne Tsague** and **Silas Olan'g**, Middle East and North Africa (Tunisia), led by **Laury Haytayan**, Eurasia, led by **Galib Efendiev**, Latin America (Colombia, Mexico, Peru), led by **Juan Luis Dammert**, and Asia Pacific (Mongolia), for which we will be recruiting a Director.



Role Description

The Chief Programs Officer (CPO) role is a new and unique opportunity to bring cutting edge thinking to shape both NRGi and the resource governance field. Reporting to our newly appointed President and CEO, Suneeta Kaimal, and sitting on the Senior Management Team, the CPO leads NRGi's regional and thematic programs.

Our next CPO will utilize their deep understanding of the complex factors at play in the governance of natural resources, setting direction for strategies and programs to best influence and drive reform in the regions and countries where NRGi operates. The CPO will play an important role in cultivating talent and intellectual leadership across our program teams. The position requires expansive technical and political economy expertise to build a network of influential relationships that results in lasting change.

In close collaboration with the President and CEO, the Chief Financial and Administrative Officer, and key leaders across NRGi, the CPO's major responsibilities include, but are not limited to:

- **Thought Leadership:** Identify key trends, evidence gaps, and levers of influence that is responsive to the most pressing needs facing policy makers and accountability actors in resource rich countries.
- **Responsive Strategy and Programs:** Leverage the knowledge and expertise of NRGi's internal and external brain trust to design, deliver and adapt organizational, country, and thematic strategies.
- **Ensuring Impactful Implementation:** Oversee the effective translation of strategy into programs and ensure the overall portfolio advances our mission. Guide teams to identify risks and opportunities, and inspire a culture of learning that promotes agility and adaptation.



Role Description continued

- **Influencing and Communicating for Impact:**

Serve as an ambassador for NRG, promoting good governance in the extractives in different governmental and non-governmental forums through effective influencing, advocacy and communication strategies.

- **Team Leadership:** Build a culture of distributive, accountable leadership, resulting in high standards of performance, rigorous and credible contributions, and synergy across technical disciplines.

- **Financial Management and Fundraising:**

In collaboration with the Development team, build upon and diversify deep and committed relationships with donors to expand NRG's reach. Partnering with the CFAO (Chief Financial & Administrative Officer) in risk evaluation and management to ensure continuity of operations, and the safety and security of staff.



Job Requirements

Position Reports to: President and Chief Executive Officer

Position directly supervises: Africa Co-Directors; Middle East and North Africa Director; Eurasia Director; Latin America Director; Governance Programs Director; Legal and Economic Programs Director; Research, Data and Learning Director; an Assistant and additional support role (to be recruited).

Indirect Reporting: all other Programs staff.

Experience & Technical Skills Required

- Minimum 10-15 years directly relevant work experience, with an emphasis on outward representation and strategic thinking.
- Experience setting strategy at an executive level; ability to think conceptually and strategically with a 5-10 year horizon.
- Profound understanding of the natural resource governance sector and the complex ecosystem that results in resource-rich countries failing to achieve sustainable development.
- Having the gravitas, credibility and ability to initiate and develop strategic relationships and influence key stakeholders at a regional and global level. Evidence of ambassadorial, parliamentary and ministerial level engagement and counterparts in private and civil sectors.

- Experience managing and allocating resources efficiently; ability to manage multi-million dollar project portfolios.
- An inspiring communicator, able to translate complex information to a variety of stakeholders.
- Experience of leading a high-calibre, driven team and the capacity to work in a range of cultural and socio-economic contexts, adapting style and approach appropriately.
- Experience working in a complex or pioneering environment, including managing and creating opportunities for systemic change.
- Excellent English language skills, both written and spoken are required; French and/or Spanish proficiency strongly desired.

Education & Qualifications

- Advanced degree in relevant field (political science, economics, law or international affairs, etc.) preferred, or bachelors with equivalent level of experience.



Job Requirements continued

NRGI's Values

NRGI seeks candidates who align with our values:

Integrity – Maintaining our independence and credibility. Willing to speak truth to power. Engaging with respect. Practicing what we preach. Upholding the highest standards of excellence in all we do.

Impact – Strategic and selective in approach. Mindful of context, adapting to changing realities and seizing new opportunities. Looking critically and openly at what works and what doesn't, and why. Integrating that learning into our forward-looking work. Accountable to our mission, the actors with whom we work and each other.

Collaboration – Partnering internally and externally to affect change. Capitalizing on NRGI's comparative advantage. Valuing teamwork, diversity and inclusion. Working with different stakeholders and across different stakeholder groups. Commitment to building the field and inspiring others to act.

Passion – Commitment to social justice. Prudently optimistic that we can and will shift entrenched power dynamics. Dedication, creativity and resiliency in the face of obstacles. Investing in change makers and strengthening NRGI.

Rigor – Technical competence, intellectual leadership and commitment to quality. Generating and leveraging the evidence base. Interrogating our work. Innovation and initiative to push the boundaries of our field.



Appointment Process and How to Apply

To apply or to download further information on the required qualifications, skills and experience for the role, please visit www.perrettlaver.com/candidates quoting reference **5125**.

The deadline for applications is **Friday June 11, 2021**.

Perrett Laver will conduct a search process in parallel with the public advertisement of the role.

Longlisted candidates will be invited to interview with Perrett Laver in late June and the Selection Panel will subsequently meet to decide upon a final shortlist for the post in July. The formal interview process with NRGi will include a written exercise and Board interaction.

The role is anticipated to be based in New York or London. However, there is openness to other locations where NRGi has staff based and which meets business needs.

Salary and benefits are competitive, with a midpoint of £130,000 p/a in the UK, \$210,000 in the US.

Working Environment: The global pandemic continues to impact working arrangements. Should circumstances allow, the role would travel as need arises, likely 25 per cent of the time.

NRGi is an Equal Opportunity Employer. NRGi considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

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/privacy/>



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