

# HEIDRICK & STRUGGLES

Organization, Position & Person Profile

## International Development Enterprises

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Chief Executive Officer

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Heidrick & Struggles advises the company on the basis of an exclusive consulting assignment. The following details are for your personal information and should be kept confidential.

## The Organization

iDE is a non-profit organization dedicated to ending poverty in the developing world not through handouts, but by helping farm families access the tools and knowledge they need to increase their income. iDE's mission is to create income and livelihood opportunities for poor rural households. iDE uses a market oriented development model to increase the income of the rural poor by improving market access, increasing agricultural productivity, and creating sustainable local businesses. iDE's projects are country specific, aimed at increasing income for those living on less than a dollar a day in the most efficient and viable manner possible according to each region's unique opportunities. iDE works to design, develop and distribute affordable technologies that lift water from the ground, distribute it across a farm, and store it for later use. iDE applies product design principles to the “design gap” between the developed and developing world to dramatically lower the market price of critical irrigation, drinking water, and sanitation technologies.

With a head office in Denver, Colorado, as well as national organizations in Canada and the UK, IDE presently operates in eleven countries in Africa, Asia, and Latin America. Two affiliate organizations in India and Myanmar, which began as IDE country programs, have become financially and legally independent, but maintain close relations within the global IDE group. iDE has an annual budget of approximately \$20 million and a global staff of approximately 350 employees. With funding from the Bill & Melinda Gates Foundation, iDE partnered with IDEO, the renowned multinational design firm, to codify design processes that have long been used to develop the products they promote to their farmer customers.

For more information on iDE, please visit [www.ideorg.org](http://www.ideorg.org).

## The Position

<b>Position Title:</b>	Chief Executive Officer
<b>Location:</b>	Denver, Colorado
<b>Reports to:</b>	Board of Directors

## Responsibilities

Reporting to the Board of Directors, who provide strategic direction and oversight, the Chief Executive Officer is responsible for driving the success of the iDE's mission to create income and livelihood opportunities for poor rural households. S/he will bring vision and strategic leadership ability to drive innovation around iDE's offerings, and to raise iDE's profile on the international development policy stage. The CEO will have primary responsibility for the leadership, operational management, fundraising and growth of iDE.

The successful candidate will be a dynamic, innovative, and highly credible global leader who has shown progressive administrative and P&L responsibility throughout his/her career, and has demonstrated success in previous leadership roles in both the private sector and the public or NGO sector. The CEO will have strong business skills, financial acumen, management expertise, and a successful track record of fundraising or business development. More specific responsibilities include:

- Provide leadership in reviewing and developing a five year strategic plan that is in constant alignment with the mission.
- Effectively communicate iDE's, values and strategic direction to external and internal constituencies.
- Play a key role in raising the public and private financial resources required to achieve strategic objectives. Personally solicit bilateral and multilateral donor agencies, foundations, corporations and

high-wealth individuals.

- Maintain a healthy, effective and stable organization, and facilitate an environment in which staff work together as a team.
- Represent the organization with peer organizations and at national/international workshops, seminars and symposia.
- Provide guidance on all programmatic activities, financial matters, operational issues and staff development.
- Oversee the planning and management of the budget and all revenue and expense categories.
- Guide the identification, recruitment and development of staff, and ensure that technical and other staff capacities are nurtured, strengthened and motivated.
- Work closely with the Board of Directors on developing strategy and vision, keep them informed of iDE's activities, challenges and issues, and collaborate with them on matters of governance.

## The Person

### Qualifications & Experience

- A record of success in achieving organizational results which are relevant to iDE, ideally combining both private sector experience and public sector or NGO experience.
- Experience and perspective from some combination of NGO, foundations, multi-laterals, international development, agribusiness, water management, water technology, etc.
- Proven experience in recruiting, building and leading teams of highly motivated professionals and inspiring team members to adopt and achieve ambitious objectives.
- Experience in leading a geographically dispersed team of professionals in planning and implementing development programs is a plus.
- Strong fundraising competencies, including the passion, intellect, subject matter knowledge, and “ambassadorial” skills to drive the engagement of major donors.

### Leadership & Management Behavioral Competencies

- Extensive global experience operating in multiple countries and regions, particularly in Sub-Saharan Africa and South Asia, is critical.
- An experience-based understanding of international development at both the macro and micro levels, as well as sensitivity to various cultures.
- Demonstrated ability to lead change creatively.
- Knowledge of additional languages beyond English is highly desirable.

**Visionary leadership:** Creates and communicates a clear and compelling view for the future of the business.

**Organizational buy-in:** Effectively builds commitment and excitement and wins support and resources for company initiatives at multiple levels both inside and outside the organization.

**Relationship building:** Forms networks of positive business relationships that enhance personal and business success.

**Driving results:** Defines ambitious goals and establishes priorities with clear responsibilities to ensure results; manages projects, activities, resources effectively.

### Personal Characteristics

- Passion and enthusiasm for iDE’s mission.
- Charismatic and innovative leader with the gravitas to maintain the creativity of iDE’s programs and take the organization to the next level.
- A positive change agent, able to drive the organization’s ambitious agenda, and to invigorate its growth.
- An outstanding communicator who will motivate and inspire internally and externally, with strong presentation and “ambassadorial” skills.
- A self-aware leader, who listens well to staff and stakeholders, and is able to fully leverage organizational talent through delegation and development.

- Humility, with a servant leadership attitude toward the organization and staff – particularly in the field.
- Strong relationship-building capabilities to maintain and develop new partnerships and donor relationships with external organizations.
- High energy, self-directed, with stamina and a strong work ethic.
- Willingness to travel extensively.
- An ability to work with, influence and persuade a diverse, international group of stakeholders.
- Leadership style that exudes focus on performance and accountability. Simultaneously, a style that can be adaptive, flexible, creative and innovative, as needed.
- Highly dynamic and enthusiastic personality as a leader who leads by example, by being bright, quick, energetic and loyal, with a sense of humor.
- Proven ability to act as a “sounding board” for colleagues, management and the Board on operational and strategic matters
- Impeccable ethics and integrity.
- Effective organizational and multi-tasking abilities

### Education

- An advanced degree relevant to international development is highly desirable (e.g., business administration, law, sociology, anthropology, economics, international studies)

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