



Confidential Position Specification

# **FaithInvest**

**Executive Director**

2019



## CONFIDENTIAL POSITION SPECIFICATION

<b>Position</b>	Executive Director
<b>Company</b>	FaithInvest
<b>Location</b>	United Kingdom, or potentially other location
<b>Reporting Relationship</b>	Chair of the FaithInvest Board of Directors
<b>Website</b>	<a href="http://www.arcworld.org">www.arcworld.org</a>

## COMPANY BACKGROUND

FaithInvest is a network and platform for supporting and amplifying the investment efforts of faith groups to be aligned with their values. It became a legal entity in spring 2019 and will also have charitable status. FaithInvest is currently creating its website, media presence, and office.

FaithInvest has been formed by major religious investors working with philanthropies, the United Nations, national governments and financial companies specialising in impact investment. For its first few months, it is being hosted by the Alliance of Religions and Conservation (ARC), a UK-based international NGO started by HRH Prince Philip in 1995.

FaithInvest's vision is the enabling of faith investment groups, faith laity, faith philanthropies and faith-based NGOs to become the major worldwide forces engaging in investments in pursuit of pro-active investing. Such investments will focus on criteria and goals such as ESG, the SDGs and upon the Catholic vision for faith action outlined in Laudato Si. Our goal is to help all faith investment to move to faith aligned values investing.

Currently we are negotiating access to around 600 faith investment groups with a potential of helping shape up to £1 trillion of faith investments within eight faiths – Buddhist, Christian, Daoist, Hindu, Jewish, Muslim, Sikh and Shinto - worldwide. A significant proportion therefore of the 80% of the world who claim membership of the major faiths. We aim to have developed around 175 members and appropriate support services.

The Executive Director will build the membership by assisting faith groups in creating their own Guidelines (based on the model of the Zug Guidelines) which will enable them to commit to becoming pro-active in faith aligned investing; develop specific events and a rolling programme of research, reports and specific topic platforms – e.g. investing in ethical and sustainable food production in partnership with the EAT and Wellcome Foundations. The creation of multi-religious events where experiences can be shared is an element of our work most requested thus far by the faith investors. E.g. the Church of Sweden is now working with the Muslim Union of Indonesia and with FaithInvest on creating investment guidelines for all Muslim organisations in Indonesia. It will have a specific focus on impact investing.

The Executive Director will also be responsible for securing funding for FaithInvest.

### Background

FaithInvest was born from a realisation that the faiths are a massive investment bloc. If they all got together, they could be the fourth largest investment bloc in the financial world. If they collaborated, then they could be share-holders in (and therefore part-owners of) companies and for-profit programmes in areas of influence that could make our world a better place.



In October 2017 there was a landmark meeting of faith investors, investment specialists, the UN, NGOs and others in Zug, Switzerland. As part of that, the Zug Guidelines were compiled. They are key faith and investment guidelines outlining what different faith traditions are interested in investing in, and why. This created an unprecedented demand.

FaithInvest exists to engage the faiths and secular partners to:

- Encourage and develop a variety of faith-based guidelines through regional faith programmes in Asia, Latin America and Africa as well as Europe and North America.
- Educate and inform through creating formal and informal curriculum resources; raising faith grassroots awareness of faith-consistent investment principles and potential, encouraging faith individuals toward FCI, knowledge sharing providing or partnering with leadership training, educating asset managers about engaging with the faiths.
- Develop a pipeline of investable projects in line with faith-consistent principles.
- Catalyse faith-based investment partnerships.
- Create and deliver faith-consistent opportunities and business services.
- Connect projects with investors at scale.
- Undertake applied research.
- Focus on faith criteria, indicators and measures; look for common voices and concerns in this plurality.
- Engage partners: provide the faith-consistent voice needed for systemic change, for example in partnership with the UN Sustainable Development Goals.
- Inspire: build and tell the story of FaithInvest and faith-consistent investment.

### **FaithInvest structure**

True to an organisation set up to support sustainability, FaithInvest has a sustainable financial model. For the first three to five years there will be a blend of grant funding, upfront investment and fees for business services (e.g. advisory, research, education). FaithInvest is designed to be self-sustaining after the preliminary period through membership fees, event funding and through participation in investment efforts.

FaithInvest is a newly emerging organisation and staffing will develop over time.

A three-tier membership structure is in the process of being finalized, namely

1. Faith group investment managers;
2. Faith based philanthropy and NGO managers; and
3. Secular ethical investment organisations / international groups such as the UN.

*As a key next step, FaithInvest is looking to hire an inspirational, hands-on and highly qualified individual to assume the position of Executive Director. At the moment it is expected that FaithInvest will have its office in the UK. However, depending of the final candidate and/or progressing insights, another location could be considered.*

### **THE POSITION**

The Executive Director (ED) will establish, develop and build FaithInvest in accordance with the business plan. The ED will be inspirational for the Members of FaithInvest and will implement the strategic direction for the organisation as set by the Board. The ED will build up and lead the necessary staff as well as maintain a strategic cooperation with a number of key partners. The ED will interact with various funding organizations to secure and maintain the preliminary funding needs of FaithInvest.



The ED is will be responsible for:

#### *Strategy and activities*

- Together with the Board, the Honorary President, and appropriate advisors, developing the Business Plan and for co-preparing the FaithInvest organisational and business plans for the first three years.
- The co-development and on-going sharpening of the FaithInvest strategy.
- Achieving, together with the Membership Director, a sound membership base and a deep understanding of the members and their needs.
- Actively monitoring and/or managing existing activities and pursuing new initiatives with regard to the FaithInvest principal strategy.
- Developing a strong network within the Religious sector, the ESG Asset Management market and the relevant NGOs.
- Fundraising and developing and securing funding for FaithInvest.
- Development, financial performance and growth of FaithInvest in accordance with approved budgets.

#### *Stakeholder management, governance and communication*

- Jointly, and aligned with the Chair of the Board and the Honorary President, representing FaithInvest as a spokesman in the media, at meetings or other events where his/her presence is important.
- Being the FaithInvest primary point of contact and the first responsible person for developing FaithInvest's relationships with relevant parties.
- Keeping the Board informed of all matters on strategic and operational performance.
- Ensuring prompt and quality reporting to the Board of Directors, Members and other stakeholders.
- Ensuring a balanced and proportionate Public Relations plan, including focused seminars and conferences that are important to FaithInvest and its partners and which will include appropriate consultation and credit given to all stakeholders.
- Building reputation and credibility for FaithInvest within the financial and faith worlds.
- Inspiring, reaching out, listening to, providing the required services to, and keeping the Members of FaithInvest informed.
- Promoting sound corporate governance within the FaithInvest organisation, including the creation and fostering of an open culture within the FaithInvest team and between all parties, with appropriate disclosure of all material matters.
- Promptly resolving any material governance including where required elevation to the Board.

#### *Leadership*

- Supporting, guiding and overseeing a diverse and dispersed staff and monitoring the performance of staff and maintaining a positive working environment within the team, providing appropriate guidance to each staff member

### **POSITION REQUIREMENTS / CHARACTERISTICS**

The final candidate will have more than 10 years of relevant asset management and capital markets experience. S/He will have demonstrated the ability to establish, develop and build a company. The final candidate is experienced in fundraising and financial management and ideally ESG-based asset management.

S/He is experienced in program and project management and advising senior management of (client) organisations and is strongly process driven, also in developing and managing interpersonal relationships, in combination with excellent conceptual and analytical skills.



The final candidate is business credible and has worked in commercial and renowned environments. S/he also has a strong international focus and has worked in organisations in the public and in the private arena and with international finance institutes and development partners. S/He will have experienced a wide variety of cultures, hierarchical levels and business disciplines. In particular, s/he has had experience of working in contexts of diverse belief and values structures.

## **LEADERSHIP CHARACTERISTICS**

The final candidate is inspirational, is a strategist and result-driven implementor and has a strong appreciation and respect for the values and social role of religion. S/He is a strong verbal communicator, as well as a good listener who takes time to understand the organisation. S/He has a real interest in people, is transparent and 'walks the talk'. S/He is a driver and implementer. S/He is an authentic, self-aware and self-confident leader without a large ego who believes leadership is not just given by authority of position but as a responsibility for fulfilling a purpose and achieving a vision that inspires and motivates others. His/her open personality exudes reliability and loyalty.

S/He has a gift for convincing others and maintaining an independent course without causing polarization.

S/He has the ability to connect and unite, has unquestioned ethics and integrity combined with adaptability and pragmatism.

S/he is strong, engaging and decisive and has a proven ability to understand complex group structures. Also, given the specific nature of the position, it is important that the final candidate understands the dynamics of FaithInvest and that s/he respects the mission, vision and the values of the organisation and its background.

The final candidate acts with honour and character; is consistent and acts in line with a clear and visible set of values and beliefs; deals and talks straight; walks his/her talk; is direct and truthful but at the same time can keep confidences.

## **LANGUAGES**

Fluency in English (spoken and written). Fluency in additional languages will be considered an advantage.

## **EDUCATION**

Academic background in economics, finance or business administration or equivalent. However, this is not compulsory: a proven track record in a similar position could be equally or more important than education.



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