



Position Specification

Natural Resource Governance Institute

President & CEO

Private and Confidential

Our Client

This specification should be read in conjunction with information that can be found on the NRGi website: <https://resourcegovernance.org/>

The Natural Resource Governance Institute (NRGI)'s mission is to secure a future where countries rich in oil, gas and minerals achieve sustainable, inclusive development—one where people receive lasting benefits from extractives, and the negative impacts associated with the sector are minimized.

NRGI is an independent, global non-profit organization that works collaboratively to generate and translate knowledge into policy reform in resource-rich countries. They provide policy advice and advocacy infused with lessons learned in the field and with insights developed through rigorous research. NRGI shares good practice, knowledge and experience freely with policy-makers, accountability actors, and the global campaign for improved international norms. They are particularly well-placed to convene reform-oriented dialogue and to engage in constructive policy advocacy.

NRGI are presently deepening efforts in a select number of priority countries, focusing on critical aspects of the natural resource decision chain and based on country needs and demand. Evaluations of work show that the Institute has a greater impact if they engage with diverse change agents across the decision chain in fewer countries, rather than with limited interventions across many countries. They are concentrating financial and human resources more strategically in high-impact programs in particular countries, whilst also engaging in global issues related to governance in natural resources.

NRGI embraces multi-stakeholder approaches whilst remaining focused on their core competencies, such as the measurement and assessment of natural resource governance, drawing on signature initiatives like the **Resource Governance Index** and the **Natural Resource Charter**. At the country level, they provide training, technical assistance and support on how to deliver transparency and accountability, including through implementation of the **Extractive Industries Transparency Initiative**, and the use of data; strengthening fiscal systems; reform of state-owned enterprises; and improvements in the management of resource revenues. They also promote the uptake of global norms of transparency and governance.

They seek to produce measurable change in the direction of more effective and more open management of natural resources.

NRGI's work is funded by philanthropic organizations and national governments. With total staff of over 80 and an annual operating budget of \$14 million, NRGI have registered offices in Belgium, Ghana, Tanzania, Peru, the US and the UK. There is a further staff presence in Bolivia, Cameroon, Denmark, France, Guinea, Hungary, Indonesia, Mongolia, Myanmar, Nigeria, Tunisia, Turkey and Uganda.

NRGI 2020-2025 Strategy

NRGI's remit is strategically selective and focused. They work expressly on the extractive sector, guided by the intellectual framework of the Natural Resource Charter. NRGI concentrate on two areas of the sector's decision chain: getting a good deal and revenue management. Going forward, across these areas, they will address particular aspects and implications of the energy transition and of corruption and state capture. They differentiate and circumscribe work based on demand and relevance in our countries of engagement.

Over the next five years, NRGI will work with partners to advance the following strategic 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.

To view the complete NRGI 2020-2025 strategy, please [click here](#).

The Role

The President & CEO position affords a unique opportunity to work with the preeminent organization expressly devoted to helping people and countries meet the challenges of natural resource wealth and ensure that the resulting revenues are managed for the benefit of citizens—today and for future generations.

Reporting to the Governing Board, the President & CEO is responsible for the strategic, programmatic, financial, and management operations of NRGI. They will ensure that the organization's governance and programs are ethical, transparent and aligned with the NRGI's values and goals. They will be responsible for managing a complex, global organization with staff in seven countries and projects in more than thirty countries.

The President & CEO will be an inclusive and collaborative leader and will work closely with the staff, Board, and Advisors to effectively implement the 2020-2025 strategy. Fostering an environment for creativity and innovation and capitalizing on the knowledge and expertise of staff and board members, they will enable NRGI's relevance, influence, and practical contribution on helping resource rich countries realize benefits and mitigate related harms.

The President & CEO will cultivate relationships and serve as a strong ambassador for NRGi in the multilateral, corporate, civil society, public policy and political arenas to enable NRGi to remain a leading force in facilitating the development and implementation of effective policy solutions to natural resource management. Ensuring that NRGi's mission is visible and communicated to all critical stakeholders and convening international evidence-based advocacy efforts and dialogue is a key aspect of this role.

Candidate Profile

NRGI is seeking a leader of stature and recognized authority in global and economic development circles, deeply respected for their contributions to the field, independence of thought, integrity of character, and standing in international policy circles. They will be credible across the nexus of research, policy, and implementation and will demonstrate not only intellectual curiosity and rigor, but also an understanding of how to translate research into policy.

In addition, the President must be an able and disciplined manager, able to steer NRGi towards maintaining its strategic focus, delivering on its commitments, and expending its financial and other resources efficiently. Above all, they must be able to direct, promote and safeguard NRGi's work and reputation for integrity, impartiality and impactful, evidence-based initiatives and discussions.

Key Competencies

In terms of the performance and personal competencies required for the position, we would highlight the following:

Leadership Acumen

The position requires a person of high intelligence with a proven ability to recruit, retain, motivate, and develop talented individuals and engage them in an intellectually rigorous and global environment. A person of good judgment and cultural competency, they will be able to listen, value and leverage the skills of people with different perspectives and styles from different backgrounds. The successful candidate must have a track record of leading an inclusive and diverse organization. They will be a team-builder, leading with passion, confidence, a sense of humor, humility, humanity, energy and respect. They will be a person of unquestioned personal and professional integrity.

Setting Strategy and Achieving Results

The successful candidate will have a compelling view of the future of the field and how best NRGi can address rapidly evolving challenges in its areas of interest including enabling countries to get a good deal for their resources, and ensuring that resulting revenues are managed for the benefit of citizens as countries navigate the complex energy transition ahead. NRGi has a clear remit, a well-defined theory of change, and proven methodologies. Integral to the organization's success is its ability to identify and seize opportunities for impact and to tailor its approaches to meet the rapidly changing global context. The President & CEO will be responsible for capitalizing on the knowledge and expertise of staff, Advisors and NRGi's board to ensure mission coherence and consistency in the implementation of the new strategic plan.

Leadership in the Field

They will contribute to the intellectual rigor and evolution of the field of natural resource governance, liaising with partners and thought leaders to maintain NRGi's position at the forefront of the field. The

successful candidate will have the ability to represent NRGi and its work to governments, nonprofits, business and civic leaders through meetings, updates, speeches, briefings and interviews. They will lead in an effort to help to develop and strengthen organizations that are central to NRGi's strategies, focusing on getting a good deal, managing revenues, navigating the energy transition, and addressing corruption and state capture.

Evidence-Based Advocacy and Influence

They will lead international advocacy efforts, in tandem with NRGi Directors, Advisors, and regional staff. The President & CEO will promote good governance in the extractives and the establishment of global norms in different governmental and non-governmental international fora including EITI, regional institutions, the G20, the Open Government Partnership, and other international initiatives.

Communication and Fundraising Skills

They will be an inspiring communicator who is able to translate the complexity of the field and relay NRGi's mission to a variety of stakeholders as well as be a global champion for NRGi's goals and values. They will represent NRGi in the global arena and contribute expertise and strategic guidance through active outreach, participation in conferences and events, and stimulating public debate about extractive revenue, expenditure transparency, and the effective use of resource revenues for growth and development. They will build upon and diversify deep and committed relationships with donors to expand NRGi's reach.

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