

The World Cocoa Foundation (WCF) is a non-profit international membership organization whose vision is a thriving and sustainable cocoa sector, where farmers prosper, communities are empowered, and the planet is healthy. WCF's mission is to catalyze public-private action to accelerate cocoa sustainability. WCF champions multi-stakeholder partnerships, aligned public and private investment, policy dialogue, and joint learning and knowledge sharing to achieve transformative change in the cocoa supply chain.

WCF's Members

WCF's [members](#) include cocoa and chocolate manufacturers, processors, supply chain managers, and other companies worldwide, representing more than 80 percent of the global cocoa market. WCF members operate from six continents and provide a uniquely informed perspective on the interconnected nature and needs of the cocoa industry. WCF's activities benefit farmers and their communities in cocoa-growing regions of Africa, Southeast Asia, and the Americas.

WCF's Long-Term Goals

The long-term goals of WCF are:

- Prosperous cocoa farmers become truly sustainable and profitable, with transformation of traditional smallholder farming into modern business that deliver sustainable livelihoods for farmers and their families;
- Empowered cocoa-growing communities lead their own development, human rights are protected, and safety and well-being of children and families are strengthened; and
- A healthy planet is conserved and enhanced, with resilient and biodiverse landscapes in cocoa geographies, and the carbon footprint of the sector is reduced.

Key Outcomes

Over the next five years, WCF is focusing on three key outcomes: increasing farmer income, combating child and forced labor, and ending deforestation in the cocoa supply chain.

Industry cannot achieve these outcomes in isolation – we need a strong enabling environment where we work with origin governments and all stakeholders to drive transformation through:

- Multi-stakeholder collaboration and partnerships;
- Effective government policy and regulatory frameworks, both in producing and consuming countries; and
- Aligned public-private investment to create impact at scale, which accelerates science, innovation, and learning.

Key Steps to Deliver Goals and Outcomes

WCF is focusing on six key steps to deliver these goals and outcomes:

- Convene cocoa and chocolate industry in collective action – to build an aligned, motivated, and knowledgeable membership engaged in collective action;
- Facilitate multi-stakeholder partnerships – to engage and leverage the knowledge, financing, skills, and power of different stakeholders to jointly identify and solve key sustainability challenges;

- Facilitate industry engagement in policy dialogue with government – to identify and address key barriers in the enabling business and policy environment;
- Promote industry learning, knowledge sharing, and monitoring and evaluation – in order to identify lessons learned and good practices, and strengthen transparency and accountability of industry results and performance;
- Help mobilize resources from development partners and financial and financial markets – to leverage the additional financing required to successfully implement collective action initiatives; and
- Communicate industry investment and impact – to showcase industry’s sustainability efforts and results while managing risks, particularly related to human rights and environment.

KEY WORLD COCOA FOUNDATION FACTS

The World Cocoa Foundation is headquartered in Washington, D.C. and operates with an \$8 million annual budget and 35 full-time staff based in Abidjan, Accra, and Washington. For more information, please visit <https://www.worldcocoafoundation.org/>.

The President of the World Cocoa Foundation will provide the vision and leadership to guide WCF's operations and ensure fulfillment of its mission. Working closely with the Board on matters of strategic planning, governance, and oversight, the President will provide leadership to the senior management team and the globally-dispersed WCF staff to ensure that the organization enjoys a strong culture, executes its plan effectively, and remains fiscally responsible.

The President will be the face and voice for the organization and will be the primary advocate on behalf of the cocoa industry, leading negotiations with high-level stakeholders on issues of critical importance to cocoa sustainability. The WCF President will advance the organization's position as the primary sustainability authority in the industry, maintaining strong relationships with stakeholders at all levels – members, funders, partners, governments, and farmers.

The location for this position is flexible between Washington, D.C. and Europe.

KEY RELATIONSHIPS

Reports to	Board of Directors
Direct reports	Senior Vice President, Programs Vice President, Communications and Membership Vice President, Country Relations Chief Financial Officer
Other key relationships	Member organizations Origin country governments Other cocoa organizations Related non-profit organizations Global cocoa farmers

DESIRED OUTCOMES

- Work with the Board to refine and implement the strategic direction.
- Stabilize and diversify the funding strategy.
- Build trust and lead policy dialogue with the origin government partners (West Africa and Cote d'Ivoire in particular).
- Drive talent and organizational development to align staff and stabilize structure.
- Unify the membership and ensure all members (small, medium, and large, as well as from all regions) have a voice and see a value proposition in WCF programs and membership.

The successful candidate will be a proven leader with experience in an international, multi-stakeholder organization and a demonstrated ability to manage a complex organization and to drive impact. In addition, this leader will have:

IDEAL EXPERIENCE

- Managerial and people leadership experience that demonstrates strategic, operational and cultural impact; current or prior experience in the corporate sector is preferred.
- Political advocacy skills and experience, ideally with origin country governments.
- Negotiation and deal-making experience with a wide variety of constituent groups (e.g., members, current and potential funders, governments) that will enable revenue generation and effective policy dialogue.
- Demonstrated experience acting as a global citizen, including time spent living and working in low- and middle-income countries – particularly in the Southern Hemisphere – with an international perspective and the maturity to be culturally sensitive and to collaborate with and motivate people of many different cultures and backgrounds.
- Relevant understanding of agricultural or other complex supply chains; specific cocoa experience is not required, though understanding commodities is incredibly useful in this role.
- Ideally, native-level French language capability; fluency in French is required. Spanish fluency is also preferred.

CRITICAL LEADERSHIP CAPABILITIES

Building a High-Performing and Engaged Team

- Builds and inspires a collaborative and cohesive team; promotes an inclusive culture where all voices and contributions are heard and valued.
- Comprehends the challenges and opportunities facing WCF and empowers team members to succeed in addressing them, delegating work effectively.
- Holds people accountable for their commitments, providing clarity and outlining in advance the ramifications of failure.

Collaborating and Deal-Making

- Nurtures and leverages partnerships across multiple institutions, including members, funders, and governments, and creates trusting relationships with origin government officials.
- Negotiates with and makes deals with a wide variety of constituent groups, finding win-win solutions that support the cocoa ecosystem and WCF's mission.
- Identifies and meets with key players and stakeholders to help them shape a consensus and reach a conclusion, compromising when needed to achieve the desired outcome.

Demonstrating Breakthrough Thinking

- Communicates WCF's long-term goals and leverages breakthrough thinking to drive implementation based on a clear, defined understanding of what is possible.
- Understands the rapidly shifting landscape in cocoa and the implications for WCF; identifies current opportunities and threats to the organization and moves rapidly to address them.
- Recognizes and realizes opportunities for WCF to make an even greater impact.
- Challenges the status quo to ensure the long-term success of the organization.

OTHER PERSONAL CHARACTERISTICS

If you wish to submit application materials or nominate someone to serve as the next President of the World Cocoa Foundation, please email: WCFPresident@SpencerStuart.com.