



Job Opening
Programme Manager Supply Chain Integrity (m-f-d)
System Integrity Unit

The Scope

We are looking for an engaged Programme Manager **Supply Chain Integrity** who can ensure the integrity and credibility of FSC supply chains by identifying, substantiating, stopping and preventing fraud and false claims. Responsible for the implementation of strategic and operational interventions to detect and prevent fraud through data analysis, partnerships and collaborations, expert services and deployment of expert tools. Provide leadership and mentorship to a growing team of experts and professionals through FSC's values and behaviours.

Main Roles and Responsibilities

- Sets objectives for the Supply Chain Integrity (SCI) team and ensures their achievement, including the development of workplans, budgets, strategic approaches.
- Manages and decides on functional issues of the team and topics related to supply chain integrity, with Unit's leadership involvement required for certain decisions.
- Develops operational processes, tasks and requirements to meet results/outputs of the team, including but not limited to:
 - Provision of knowledge and expertise in the development and implementation of a supply chain integrity workplan.
 - Overseeing and approving outcomes of integrity investigations, including blockage cases, ensuring compliance with FSC normative requirements, legal obligations, and standard operating procedures.
 - Organizing and moderating internal FSC steering committee meetings, ensuring preparation of materials and follow-up on action points.
 - Providing coordination and guidance to the SCI team members on integrity investigations and projects, ensuring quality control of deliverables, record keeping and timely management of incoming requests to the team.
 - Overseeing and modernizing internal systems and approaches for conducting supply chain integrity investigations, defining data requests, and managing outcomes.
- Develops and recommends measures and strategic interventions to strengthen FSC supply chain integrity, ensuring effective oversight of these processes (e.g., the Eurasia Integrity Workplan).
- Serves as the primary leadership contact for supply chain integrity concerns.
- Oversees and contributes to communication processes, including crisis communications and stakeholder inquiries related to supply chain integrity.



- Initiates relevant normative changes and provides input into technical improvements on FSC tools and platforms developed to enhance supply chain integrity (e.g. FSC Trace, GIS tools, Wood ID), in collaboration with other FSC programmes.
- Establishes and maintains ongoing collaboration with teams across the System Integrity Unit, other FSC units, and FSC network partners, Assurance Services International (ASI), certification bodies on supply chain integrity matters (e.g., regular calls, meetings, updates, webinars).
- Actively elicits, receives, records and utilizes intelligence from the ground on relevant subject matter related to supply chain integrity and FSC's assurance.
- Engages with experts and presents FSC supply chain integrity work at external expert forums.
- Delivers progress reports to the Board of Directors and prepares items for decision as appropriate.
- Any other task as assigned by formal supervisor and project work as assigned according to special organizational needs.

Your Profile

- University degree or equivalent training or experience in a relevant field, for example, governmental relations, international relations, management, business administration, forestry, natural resource management, or similar.
- At least 5 years professional experience in one or more of the following areas: certification, accreditation, quality management/assurance/control, forensic investigation, auditing, standard development, forest management, natural resource management, business administration.
- Familiarity with FSC certification, other certification scheme or accreditation processes.
- Experience in auditing is a plus.
- Proven management skills (project management, experience with financial administration/management).
- Strong analytical and problem-solving skills.
- Strong sense for diligence and accuracy.
- Ability to deal with crisis situations and stakeholder pressure.
- Proven leadership skills (team management, management of diverse groups).
- Effective cross collaborator who liaises with peers, directors and others across the organization and externally to ensure consistent messaging and consolidated technical analysis of relevant matters.
- Adequate software skills for data analysis and visualization of results (e.g. with MS Office tools, Power BI).
- Fluency in English (spoken and written).
- Other languages, particularly Spanish and French are a plus.
- Experience of working in a multi-cultural global team.
- Demonstrated cultural awareness and sensitivity to the diversity of values, views and approaches.
- Ability to represent FSC with exemplary personal and professional authority and conduct.
- Commitment to FSC's mission and values.

What FSC Offers

- Benefit from cross-cultural collaboration and networking opportunities by being part of FSC global community of 400+ forest stewards



- Benefit from work-life balance with our hybrid working structure
- 30 vacation days yearly
- Regional transportation ticket
- Breakfast bars, coffee, tea, water
- Take part in learning lunches
- Celebrate together festivals from different cultures
- Once a year in-person get together with the global FSC staff

The Fine Print

- Location: Bonn, Germany.
- Working Hours: Full time - 40 hours per week.
- Duration of Employment: Temporary contract – 2 years (extension possible, subject to satisfactory performance).
- Starting Date: As soon as possible.
- Travel: Sporadic travel is required.

How to apply

Ready to make a difference? Join FSC and help shape a sustainable future. Don't delay - apply now!

Please visit <https://fsc-jobs.tenderwell.app/> to apply.

The following documents should accompany applications:

1. Curriculum vitae containing detailed work experience;
2. Cover letter confirming interest and availability;
3. Soft copies of higher education and professional certificates (if available).

Please address the following in your Cover Letter:

- 1. Why FSC?**
- 2. Why this position?**
- 3. Why me?**
- 4. Current Location**
- 5. Notice Period**

If you encounter challenges when applying online, please contact: v.drouka@developmentaid.org for assistance.

The closing date for receiving applications is **8th February 2026**.

For FSC, inclusiveness and diversity are important values. As such, we welcome and encourage applications from all backgrounds and are entirely committed to consider all qualified applicants regardless of race, gender, sexual orientation, religion, ethnicity, age and disability.

Please be informed, that by applying for this position you automatically accept our Data Protection Information on processing your personal data.

We are looking forward to your application!