

MILLAR CAMERON

Senior Manager  
Indigenous Peoples  
Engagement  
*Forest Stewardship Council*  
(FSC)



## About *Forest Stewardship Council (FSC)*

The Forest Stewardship Council (FSC) is an international non-profit organization dedicated to promoting responsible forest management through certification. Established in 1993, FSC advances sustainable forestry that is environmentally appropriate, socially beneficial, and economically viable. With a presence in over 160 million hectares of certified forests worldwide, FSC addresses critical global challenges such as illegal logging, deforestation, and climate change while supporting biodiversity, economic development, and social empowerment. Its rigorous certification system, including a strict chain of custody, ensures that forests are managed sustainably, protecting ecosystems and livelihoods while meeting the growing demand for responsibly sourced timber and forest products.

## *FSC Indigenous Foundation (FSC IF)*

Key among FSC's guiding principles is respect for the rights of Indigenous Peoples as the original stewards of forests in many countries around the world. The Permanent Indigenous Peoples Committee (PIPC) was established in 2012 to advise the FSC Board of Directors on matters relating to Indigenous Peoples. To further enhance the quality of FSC's engagement with Indigenous Peoples, strengthen their voices within FSC's work, and facilitate deeper engagement between FSC and Indigenous Peoples and their organizations, the FSC Indigenous Foundation (FSC IF) was established in Panama in 2019 as an Indigenous-led and Indigenous-managed organization.

## Mission and Vision

FSC is globally recognized for its trusted sustainable forestry standards and the iconic FSC® certification mark, found on millions of products. The organization works to safeguard forests and the communities that depend on them by protecting wildlife, Indigenous Peoples' rights, and forest workers' welfare.

To fulfill this mission, FSC is committed to attracting and retaining top talent – professionals who design policies and standards, implement them on the ground, and support the organization's operational backbone. By fostering a collaborative and diverse work environment, FSC ensures it has the expertise needed to drive positive change for forests, people, and the planet.

For more information on FSC, visit their website [here](#)



# Main responsibilities

FSC is seeking a Senior Manager to lead engagement with Indigenous Peoples and to support FSC institutions in building and strengthening relationships with Indigenous Peoples and their organizations. This is a newly created position based in Bonn, Germany, designed to act as a key coordination and bridging role between the FSC Secretariat and the FSC Indigenous Foundation (FSC IF). The role strengthens coordination, capacity building, and the integration of Indigenous Peoples' perspectives across FSC, ensuring these perspectives are meaningfully mainstreamed within the FSC Secretariat, governance bodies, and FSC IF.

The Senior Manager Indigenous Peoples Engagement reports formally to the Chief Engagement Officer (CEngO) of FSC and works closely on a day-to-day basis with senior colleagues within the Engagement function. The role works across teams in Bonn and interfaces regularly with FSC IF staff, FSC governance bodies, and Indigenous Peoples' organizations.

A key focus of the role is liaison and collaboration with the FSC Indigenous Foundation (FSC-IF).

## **Key objectives of the position include:**

- Supporting FSC-IF staff to demonstrate the value of FSC certification and other FSC solutions to Indigenous Peoples.
- Collaborating with FSC-IF staff to strengthen participation and knowledge-sharing with other entities across the FSC system, including Community and Family Forests and Ecosystem Services.
- Supporting effective relationship management and governance within FSC related to Indigenous Peoples, including engagement with the FSC-IF Council, the Permanent Indigenous Peoples Committee (PIPC), and the FSC International Board of Directors.



# Dimensions of the role

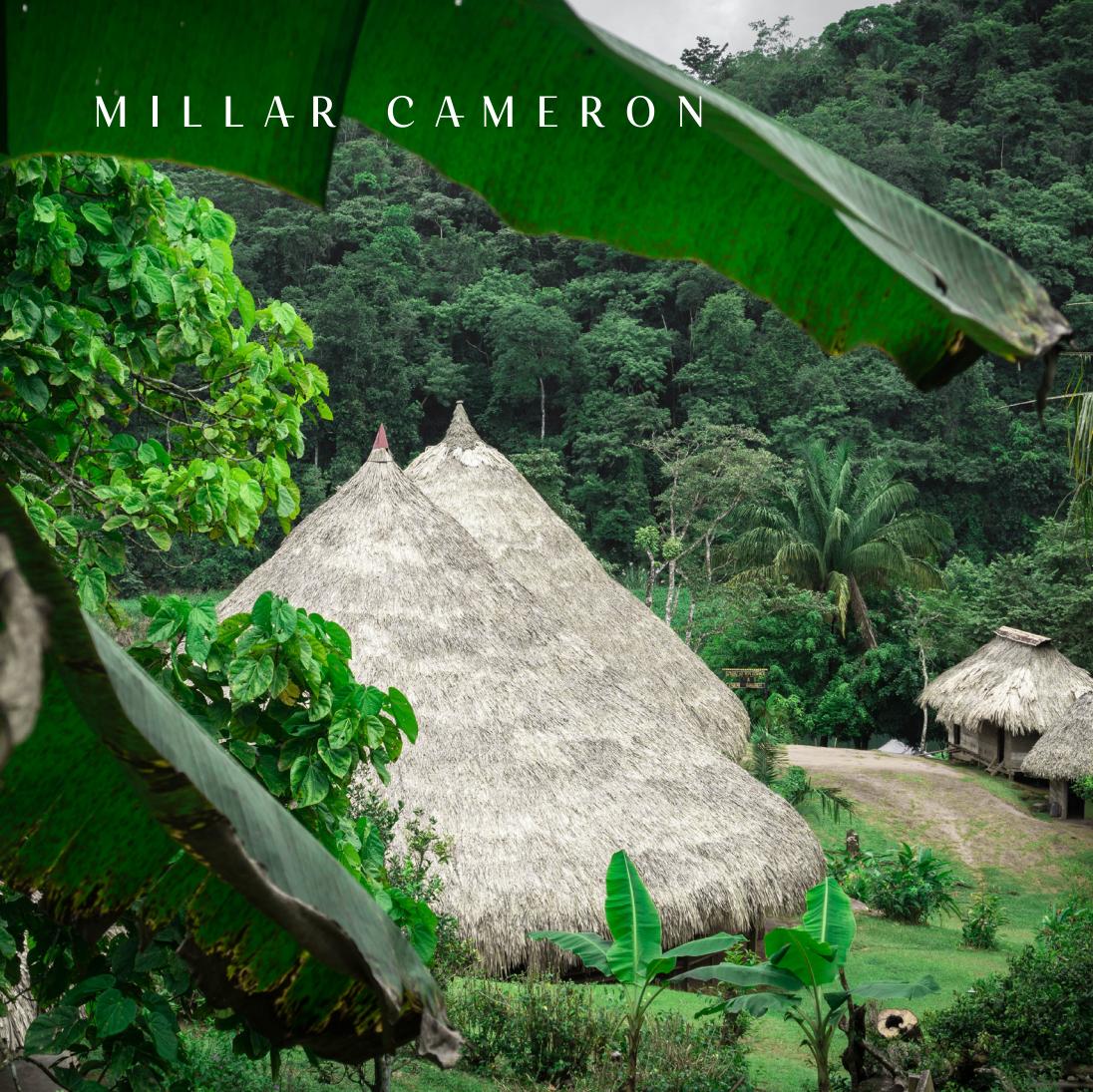
Under the direct supervision of the Chief Engagement Officer (CEngO) and the overall guidance of the Director General / Chief Executive Officer (CEO), the incumbent will:

- Support alignment and complementarity between the FSC Global Strategy and the FSC Indigenous Foundation (FSC IF) Global Strategy.
- Serve as a central coordination point between the FSC Secretariat, FSC IF, the FSC Network and Regional Offices, and relevant governance bodies, ensuring coherent collaboration and effective information flow.
- Proactively ensure Indigenous Peoples' concerns, priorities, and perspectives are integrated across FSC Secretariat functions, FSC IF activities, and FSC governance and decision-making processes.
- Develop and maintain a strong understanding of FSC Secretariat structures, teams, and programmes, as well as FSC IF strategy, capacity-building work, and governance interfaces.
- Identify FSC programmes, tools, and solutions relevant to FSC IF and Indigenous Peoples, and promote their effective application and uptake.
- Identify and support training, outreach, and capacity-building needs for both FSC IF (e.g. FSC certification systems and tools) and FSC staff (e.g. Indigenous solutions, perspectives, and self-determination principles).
- Support FSC IF efforts to strengthen Indigenous membership within FSC by promoting FSC tools and solutions among Indigenous Peoples' organizations.
- Monitor initiatives and processes across FSC and FSC IF, identify gaps, and ensure Indigenous perspectives are reflected in implementation.
- Support external representation and collaboration, including engagement with Indigenous Peoples' organizations, regional platforms, and, where relevant, international and multilateral partners based in Bonn.
- Support partnerships aligned with FSC IF objectives and, as appropriate, provide input to fundraising and sponsorship initiatives aimed at strengthening FSC IF's long-term sustainability and financial independence, in line with the FSC Global Strategy.

## Skills and experience

The ideal candidate will possess, but is not limited to:

- A university degree or equivalent training or experience in a relevant field such as public policy, natural resource management, business management, or Indigenous studies and governance. Demonstrable knowledge of key Indigenous Peoples' issues and the history of one or more Indigenous Peoples' groups is considered an asset.
- Strong experience working with Indigenous Peoples and Indigenous Peoples' organizations, with a deep understanding of Indigenous values, perspectives, and advocacy priorities, and the ability to operate effectively at the interface between Indigenous and non-Indigenous contexts and institutions.
- Excellent understanding of FSC systems and solutions relevant to Indigenous Peoples, including Community and Family Forest Certification, Ecosystem Services, Free, Prior and Informed Consent (FPIC), dispute management, or similar mechanisms.
- Experience working in multi-stakeholder environments, ideally related to climate, biodiversity, forest governance, or advocacy processes, combined with strong political awareness and the ability to navigate sensitive and complex contexts.
- Strong time management and project management skills, supported by a solution-oriented and service-oriented approach to work, and the ability to operate independently with confidence and presence in complex stakeholder settings.
- Well-developed analytical, problem-solving, planning, and organizational skills.
- Excellent verbal and written communication skills, with strong networking and interpersonal abilities, and demonstrated cultural awareness and sensitivity to diverse values, perspectives, and approaches among FSC stakeholders worldwide.
- Experience working in multicultural, multilingual, global teams and in or with NGOs or non-profit organizations.
- Fundraising or partnership-development experience is considered an advantage.
- Strong commitment to FSC's mission and values, with the ability to represent FSC through exemplary professional conduct and personal integrity.
- Fluency in English (spoken and written) is required; working knowledge of Spanish and French is considered an advantage, and awareness of Indigenous languages is an asset.
- Proficiency in standard software packages, including MS Office.



## Additional *information*

**Location**

Bonn, Germany

**Working Hours**

Full time - 40 hours per week

**Duration of Employment**

2-year contract

(extension possible, subject to satisfactory performance)

**Starting Date**

As soon as possible

**Travel**

International travel may be required

# How to apply

Please send your CV and contact details to Ruqayah Fazole who will contact you to discuss your application in more detail.



## *Contact: Ruqayah Fazole*

Email: [ruqayah.fazole@millarcameron.com](mailto:ruqayah.fazole@millarcameron.com)

Phone: +254 20 5038447

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### **Application Deadline**

Please submit your application by 22 February 2026. Applications received after this date may not be considered.

### **Due to High Volume**

We appreciate all applications; however, only shortlisted candidates will be contacted. Thank you for your understanding.

### **Commitment to Diversity**

At Millar Cameron, we are committed to supporting our clients in building diverse and inclusive teams. If you're enthusiastic about this role but don't meet every requirement, we still encourage you to apply.



## Who are Millar Cameron?

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.

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