

MILLAR CAMERON

A photograph of a lush green forest with tall trees and a fallen log in the foreground, partially obscured by red geometric shapes.

Assurance Manager
*Forest Stewardship
Council*

About

Forest Stewardship Council

The Forest Stewardship Council (FSC) is a global, non-profit organisation dedicated to the promotion of responsible management of the world's forests. Founded in 1993 and headquartered in Bonn, Germany, FSC operates through a unique multi-stakeholder model that brings together environmental, social and economic interests to define what it means to manage forests responsibly.

FSC's certification system is one of the most widely recognised and respected in the world, covering forest management and supply chain activities across more than 100 countries. Today, over 70,000 certificate holders work with a network of more than 50 independent certification bodies, all operating under the FSC accreditation and assurance framework. FSC's standards are anchored in internationally recognised ISO frameworks and are subject to ongoing engagement with national accreditation bodies across Europe and beyond.

As a mission-driven organisation with a global community of over 400 forest stewards, FSC combines rigorous technical governance with a deeply collaborative culture. Working at FSC means contributing to one of the world's most consequential sustainability frameworks – one that shapes how forests are managed for both people and nature, today and for generations to come.



Mission and Vision

Forest Stewardship Council

Mission

FSC promotes environmentally appropriate, socially beneficial, and economically viable management of the world's forests. FSC achieves this by setting rigorous standards, certifying forests and businesses that meet them, and ensuring standards are maintained and continuously improved through transparent, multi-stakeholder processes.

Vision

A world in which forests meet the social, ecological, and economic rights and needs of the present generation without compromising those of future generations.

Values

- Integrity – Upholding the highest standards of transparency and credibility across all systems and processes.
- Collaboration – Working across environmental, social and economic interests to develop inclusive and balanced solutions.
- Responsibility – Stewarding the forests FSC certifies, the communities it serves, and the standards it sets.
- Innovation – Continuously improving normative frameworks to meet the evolving challenges of global sustainability governance.

For more information about FSC,
visit: www.fsc.org



Main roles and responsibilities

The Assurance Manager plays a pivotal role within FSC's Policy & Performance unit, leading two strategically significant and interconnected workstreams. This is a strategically important position supporting FSC's system acceptance process and development of normative requirements within the accreditation and assurance framework - operating at the intersection of EU accreditation law, sustainability scheme governance, and normative process development.

Workstream 1: System Acceptance & Accreditation Strategy

- Manage FSC's application for system review with national accreditation bodies across Europe, coordinating with relevant FSC teams and ASI, FSC's assurance services provider.
- Support FSC in the analysis, coordination and resolution of findings arising from scheme reviews – including managing existing scheme review process by the German national accreditation body (DAkkS) in collaboration with internal and external stakeholders.
- Manage the ongoing compliance of the FSC certification system with relevant accreditation and assurance legislation across different national contexts.
- Coordinate with relevant FSC teams and ASI to ensure alignment of FSC requirements with ISO standards, primarily ISO/IEC17065 and ISO/IEC 17067.
- Develop and implement structured approaches for informing and consulting national accreditation bodies and relevant accreditation fora on changes to the FSC Normative Framework. Support internal analysis of engagement approaches across national accreditation bodies, where relevant.
- Prepare board papers, risk assessments and strategic memos to enable informed senior-level decision-making on accreditation strategy.

Workstream 2: Normative Requirements for Assurance Provider (ASI)

- Lead the development and maintenance of normative requirements for ASI in accordance with FSC's standard-setting procedure (FSC-PRO-01-001).
- Design and manage the requirements development process, including stakeholder consultations and expert working groups.
- Draft and revise requirements governing ASI's assessment processes, reporting to FSC, and performance monitoring.
- Ensure that requirements are clear, proportionate, and suitable for implementation across multiple accreditation contexts.
- Manage the FSC–ASI relationship throughout the normative process in a transparent and constructive manner.

Dimensions of the role

Reporting & Structure

- Reports directly to the System Performance Programme Manager within the Policy & Performance unit.
- Works on a two-week sprint cycle, cross-functionally with directors, legal teams, and board-level stakeholders.
- Interfaces extensively with external parties: national accreditation bodies, ASI, international accreditation fora, and expert working groups.

Scope & Seniority

- The role is accountable for the quality of analysis, drafting of clear and auditable requirements, and effective management of structured processes. Accreditation outcomes are institutional responsibilities and not attributable to a single individual. The position includes preparing materials for board review, conducting structured risk analysis, and formulating well-reasoned recommendations to support decision-making in complex contexts.



Skills and experience

Education

- MSc or equivalent from a university or technical college in a relevant field such as quality management, international relations, social sciences, or business administration.

Professional Experience

- At least 5 years of experience in one or more of the following: certification (standard development, auditing), quality management, or assurance.
- Background in certification bodies, scheme owner organisations, standard-setting bodies, or national accreditation bodies is strongly preferred.
- Knowledge of and experience with EU accreditation frameworks, including ISO 17065 and ISO 17067.
- Experience working with, or in the context of, national accreditation bodies and international accreditation fora within the EU.
- Proven end-to-end project management experience, ideally involving multi-year, multi-stakeholder initiatives.
- Experience in drafting normative or regulatory requirements is a strong asset.

Technical Skills

- Strong analytical and problem-solving capability, with the ability to synthesise complex regulatory, legal and technical information.
- Familiarity with EU accreditation law (EC Regulation 765/2008) and sustainability scheme governance models.

- Excellent written communication: ability to produce clear, accurate board papers, memos and consultation documents.
- Proficiency in standard MS Office software.

Personal Attributes

- Persistence and resilience – ability to maintain momentum under sustained stakeholder pressure and in the face of slow-moving processes.
- Comfort with ambiguity – able to operate effectively in evolving, non-harmonised regulatory environments without guaranteed outcomes.
- Strong stakeholder management and diplomacy – capable of engaging diverse and competing interests constructively and transparently.
- Flexibility – readiness to adapt strategy rapidly when regulatory conditions or organisational priorities shift.
- Collaborative working style – oriented towards team cohesiveness and cross-functional coordination.
- Proactiveness and diligence – a self-starter with a strong sense of accuracy in written outputs and analytical work.

Languages

- Excellent English, spoken and written (essential).
- German and/or Spanish language skills are a strong asset.



Additional *information*

Location: Bonn, Germany

Contract: Temporary – 2 years (extension possible, subject to satisfactory performance)

Flexibility: Hybrid working – combination of office and home working

Travel: Sporadic – approximately 1–2 times per year (EU forum participation)

Working Hours: Full time – 40 hours per week

Annual Leave: 30 days annual leave

Other benefits include and are not limited to:

- Regional transportation ticket (Germany).
- Hybrid working structure for work-life balance.
- Regular learning lunches and cross-cultural celebrations.
- Annual in-person global staff gathering.
- Cross-cultural collaboration and networking as part of FSC's global community of 400+ forest stewards.

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How to apply

This search is being managed exclusively by Millar Cameron on behalf of FSC.

To apply, please submit your CV in English via the [Millar Cameron Careers Page](#).

Please do not send applications directly to FSC.

Application Deadline

Please submit your application by 22 March 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?

Millar Cameron is a leading executive search firm specialising in international development, sustainability, agribusiness and food systems. We partner with organisations shaping a more equitable and sustainable world – placing exceptional leaders in roles that matter.

With deep sector expertise and a truly global reach, we provide tailored search and leadership advisory services to a wide range of clients including international NGOs, standards bodies, foundations, private sector companies and public institutions. Our work spans Africa, Asia, Europe, Latin America and beyond.

We are proud to bring a rigorous, consultative approach to every search: listening carefully to our clients, understanding context deeply, and identifying candidates who bring not only the right skills and experience, but the right values and leadership style.



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