

**ICGN**

International Corporate Governance Network

Inspiring good governance & stewardship

Post: Global Public Policy Director
Report: Chief Executive
Type: Full-time (5-day week)

About the International Corporate Governance Network (ICGN)

ICGN is a global membership organisation, led by investors responsible for assets of around \$70 trillion, that convenes financial market participants to develop, promote and embed high standards of corporate governance and investor stewardship worldwide to preserve and enhance long-term value, contributing to sustainable economies, societies, and the environment.

This is achieved through a comprehensive international work programme based around three core activities:

- Influencing public policy and market practice through the promotion of ICGN Principles, thought leadership and regulatory engagement.
- Convening impactful global events with unrivalled networking opportunities, knowledge-sharing, guidance, and collaboration.
- Inspiring professionalism and personal development in governance and stewardship practice through education and training opportunities.

ICGN Members are based in over 40 countries - largely in Europe and North America, with growing representation in Asia. For more information visit www.icgn.org.

ICGN Flagship Policy Principles

ICGN's policy work is guided by the ICGN Global Governance Principles first introduced in 2001 and most recently updated in 2021. The ICGN Principles are developed largely from an institutional investor perspective and are intended for application by companies of all types. The ICGN Principles are used by many ICGN Members in their voting policies, company engagements and investments; and are often referred to by Governments in the development of national codes and guidelines.

The ICGN Global Governance Principles are complemented by the ICGN Global Stewardship Principles, first introduced in 2003 and most recently updated in 2020, which provides guidance for investors in discharging their fiduciary duties as responsible stewards on behalf of beneficiaries. This is supplemented by the ICGN Model Mandate, published by the ICGN in partnership with the UN supported Global Investors for Sustainable Development Alliance, providing example terms for asset owners to consider when incorporating governance, stewardship, and sustainability into investment management agreements.

About the Global Public Policy Director Role

The ICGN Policy Team develops and promotes ICGN Principles and positions on governance, stewardship, and sustainability through proactive engagement with legislators, regulators, and standard setters globally. The Global Public Policy Director will lead these efforts and oversee a work programme which involves advocating ICGN Member interests, responding to public consultations, publishing market-led reports and effectively communicating policy outputs. More specifically the role involves:

- Designing and implementing advocacy strategies for achieving ICGN's policy goals in key geographies with relevant legislators, regulators, and standard setters, particularly aligned with ICGN's mission to develop, promote, and embed high standards of corporate governance and investor stewardship worldwide to preserve and enhance long-term value, contributing to sustainable economies, societies, and the environment.
- Managing and taking the appropriate level of risk in defining and promoting ICGN policy positions in alignment with ICGN's overall risk appetite, knowing when to 'push boundaries' to advocate the interests of ICGN Members.
- Identifying and monitoring legislative, regulatory, and standard-setting initiatives, and trends of most relevance to ICGN Members, prioritising resources on where ICGN can have the most impact.
- Engaging proactively with legislators, regulators, and standard setters to help ensure alignment, leadership, and influence of ICGN positions with public policy developments impacting ICGN Members.
- Providing intelligence to inform CEO, Board, and staff on pending public policy developments to assist in event agenda/course development, strategies, and membership value proposition.
- Overseeing the development and publication of ICGN policy positions providing timely, relevant, and actionable insights and practical deliverables to help shape public policy development.
- Ensuring technical rigour in policy related commentary and member communications including public letters, reports, and media releases and provide editorial oversight for succinct, relevant, and credible narrative which demonstrating ICGN impactful influence.
- Participating in relevant external public policy initiatives and working groups and represent ICGN at public speaking arena and in appropriate media.
- Working collaboratively across the ICGN team to ensure coordination between policy initiatives and broader events, marketing, and communications.
- Managing the work of the policy team including the Governance Manager, Stewardship Manager and Sustainability Manager, and oversight of member-based policy committees.
- Deputizing for the ICGN CEO when required and support the development and implementation of ICGN's long term strategy.

About the candidate

The ideal candidate will be a senior level professional, preferably with experience in the investment industry or public policy with strong leadership and communication skills. More specifically the candidate will have the following experience, knowledge, skills and attributes:

Experience

- Minimum of 15 -25 years of leadership responsibilities in public policy associated with governance, stewardship, and sustainability ideally gained at an investment institution or body relevant to financial markets.
- Recognised as a highly regarded professional in the field of contemporary governance, stewardship, and sustainability with extensive relationships with influencers in key geographies.
- Demonstrated experience working with industry trade associations in different geographies and successfully advocating for Member interests within those associations resulting in impactful public policy change.
- Experience working with international, regional, and national organisations and a strong understanding of the policy related decision-making processes by legislative, regulatory, and standard setting bodies.

Knowledge

- A relevant degree or equivalent professional qualification in corporate law, finance, business management, investment, or accounting.
- Demonstrable understanding of corporate governance, stewardship, investment, financial services, and sustainability related priorities impacting ICGN members and legislative / regulatory frameworks and standards.

Skills & attributes

- Ability to navigate in a complex geopolitical, financial, and economic environment to convene stakeholders in helping to solve challenges and address opportunities.
- Ability to influence, negotiate with and persuade others with strong political acumen, judgment, interpersonal and diplomatic skills.
- Excellent written and verbal presentation skills, ability to succinctly summarise complex issues, communicate updates, make recommendations, and implement actions.
- Excellent organisational and leadership skills, with ability to work efficiently with multiple stakeholders, prioritize workflow, meet demanding deadlines and manage multi-dimensional projects.

Role location

It is preferred that the Global Public Policy Director be based in Europe. Team interaction is primarily virtual with in-person meetings held periodically – usually six times per year. In addition, frequent international travel is expected for public appearances at events and for engagement with policy makers and other stakeholders.

Rewards and benefits

The ICGN offers competitive remuneration packages within the non-profit sector. This is complemented by a range of benefits which include:

- 28 days holiday with additional 3 days at managerial discretion
- Annual bonus up to 10% of salary at managerial discretion
- Generous employer pension contribution of 10%.
- Health care provision provided by Vitality Health
- Life insurance provided by Aviva Life
- The Company will provide you with all the necessary training required by your core duties and will contribute towards this cost at the discretion of the management.

Equal opportunities

ICGN believes that equality of opportunity and diversity is important, and we are strongly committed to being an inclusive employer.

Equal opportunities monitoring is an important means of demonstrating and implementing our commitment to promoting equality of opportunity and diversity. Completing our diversity form will assist the ICGN to identify any barriers that prevent access to employment and career development for certain groups of people, and to develop solutions, such as action plans, new policies, and practices.