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[www.ourgssi.org](http://www.ourgssi.org)

The Global Sustainable Seafood Initiative (GSSI) is looking for a

### **Benchmark Manager**

GSSI is a partnership between some of the largest (seafood) companies globally, development agencies, FAO, and NGOs, working together towards more sustainable seafood through shared and non-competitive solutions. The GSSI partnership is supported by a small yet dedicated team having the ability to affect global change.

In September 2015, GSSI was incorporated as a foundation (Stichting) in the Netherlands and we are searching for a committed person to join our team to manage all aspects related to the implementation of the GSSI Benchmarking Tool for seafood certification schemes.

The ideal candidate is someone that is well-organized and enjoys building and supporting teams of international experts to run benchmarks of seafood certification schemes. Candidates should have a proven track record to demonstrate integrity, reliability and the ability to work independently in a dynamic team environment.

<b>Job title:</b>	Benchmark Manager
<b>Starting date:</b>	As soon as possible
<b>Hours:</b>	40 hours/week
<b>Salary:</b>	Commensurate with experience
<b>Workplace:</b>	The Netherlands (but negotiable)
<b>Employee Status:</b>	Freelance contractors will be considered
<b>Term of contract:</b>	1 year (with the intention of extension)
<b>Travel:</b>	Occasional international travel

## **Core Job Responsibilities**

### **1. Benchmarking**

- a. Introduce applicant schemes and new members of GSSI to the GSSI Global Benchmark Tool and Process
- b. Organize Teams of Independent Experts (IE) to conduct Benchmarks
- c. Organize and moderate Benchmark Committee meetings
- d. Support resolution of technical issues by acting as liaison with the GSSI Expert Working Groups
- e. Prepare reports for public and internal audiences
- f. Organize public consultations on Benchmark reports
- g. Organize the review and update of the GSSI Global Benchmark Tool

### **2. Training**

- a. Training of Independent Experts and Benchmark Committee Members on the GSSI Global Benchmark Tool and the related Benchmark Process
- b. Develop and update Training materials

### **3. Administration**

- a. Arrange contracts with applicant schemes
- b. Arrange contracts for Independent Experts
- c. Oversee financial administration of the benchmark process

**Candidates will be assessed against these requirements:**

*Education and work experience*

- University degree in a scientific discipline and 5 years' work experience in quality assurance in aquaculture / fisheries in a management function involving standard setting, auditing or enforcement in the supply chain.

*Knowledge*

- Detailed knowledge of audit principles, procedures and techniques in relation to quality management system auditing and certification
- Comprehensive understanding of third party certification & accreditation
- Knowledge of key legislative requirements pertaining to certification & accreditation

*Skills*

- Ability to effectively plan, prioritize and adjust activities of the benchmarking process without adversely affecting the outcome
- Process management and leadership, including consensus decision-making, conflict resolution, and ability to lead without bias.
- Strong project management skills including ability to prioritize, and set and achieve clear objectives.
- Strong communication skills, including written, oral, and negotiation skills; ability to prepare and give presentations with technical content to both expert and lay audiences
- Ability to keep relevant information confidential in accordance with non-disclosure or confidentiality agreements
- Works well independently and in diverse team settings, with an open-minded, professional, and tactful approach
- Well organized and detail oriented with the ability to maintain large excel documents

If you believe you can match the requirements and would like to become part of a truly global initiative, send your CV with a letter of motivation and relevant references to [secretariat@ourgssi.org](mailto:secretariat@ourgssi.org) latest by the 01.04.2017