

Fairphone, Profile and Mandate to the Executive Board Member

- Amsterdam-based full time position
- Start as soon as possible
- Deadline to apply: **30th of April, 2017**
- Apply by sending an email with your resume and motivation to hr@fairphone.com

Fairphone is looking for a hands-on Managing Director with broad experience in scaling up and running (social) enterprises, familiarity with the challenges involved and confidence with empowering a team to meet these challenges.

Fairphone's specific needs include creating financial continuity, becoming more competitive and increasing leverage in the industry. To support its expansion to a B2B-focussed enterprise, Fairphone needs to fortify its operations as well as maintain its strong presence on its e-commerce channel. With the fast growth over the first four years to 60 employees, Fairphone wants to attract strong leadership and coaching to further develop its people power and employee growth paths to align with the company's expansion plans.

Fairphone aims to grow its revenue fivefold in the next three years, while sustaining its mission of being a social enterprise within the electronics sector. To support its strong growth ambition, the social enterprise is raising capital, building the organisation, strengthening its governance and recruiting a Managing Director to strengthen its board.

Fairphone is a social enterprise driving change in the electronics industry from the inside out. Its business model is based on social values and securing continuity and centers around producing and marketing smartphones in a way that puts social and environmental values first.

The position of Managing Director

Fairphone is looking for a Managing Director (hereafter: MD) as member of the Board of Management (Executive Board) who will lead the management team and be responsible for both the operations of Fairphone, including the business (commercial) operations and for increasing and nurturing human capital for the company in general and the management team in specific. Fairphone is looking for a seasoned professional, with a mature personality and experience who is an independent thinker and dedicated manager.

The MD complements the sitting MD and Fairphone founder, Bas van Abel, the other member of the Board of Management, whose focus is external and who takes on a public-facing role with main responsibilities including strategic partnerships and stakeholder engagement, investor relations, fundraising (private/public) as well as the (social) innovation agenda. The MD together with Bas van Abel will form Fairphone's two person board, leading Fairphone into the future by scaling up the start-up into a mature and commercially sustainable social enterprise.

The MD has experience in leading transitioning enterprises, has a strong experience in business to business strategy implementation and increasing product/market fit and shows leadership particularly in building and further strengthening the internal commercial and operational organization.

Profile of the ideal candidate

- You can't wait to take Fairphone to the next level!
- You have strong international experience in the consumer products industry (consumer electronics is a huge plus)
- You hold extensive leadership experience in a position of large responsibility, preferably within a fast-growing medium-sized enterprise
- You have broad knowledge of and experience in optimizing business processes and managing value chains
- You have a strong commercial background
- You feel an intrinsic connection with the Fairphone mission, preferably evidenced by activities in the domain of social entrepreneurship
- You have an affinity for start-up / scale-up culture
- You have extensive knowledge and experience with stakeholder management
- You have an academic level of working and thinking

Competences

- Your leadership is characterised by coaching, serving and motivating others. You are a good listener and good delegator and enjoy empowering others
- You are capable to structure the organization, increase operational effectiveness and improve the administration and compliance
- You are a good leader in crisis know how to pull a team together in difficult circumstances
- You are resolute, decisive a 'do-er'
- You are a good networker

Personal characteristics

- You love it when a plan comes together
- You are authentic and can have an informal personality. You favour transparency and clear and straightforward communication and are approachable.
- You are enthusiastic, stimulate others and enjoy creating clarity and understanding in structures and processes
- You feel comfortable at the interface of idealism and objectivity and realize and safeguard the connection between both
- You are all about achieving goals
- You are proactive, determined and focused, but not rigid.

Most important selection criteria

- You have experience with transitioning a start-up to a scale-up
- You want to generate maximum impact and operational efficiency within the framework of a purpose-driven organization
- You have a strong background experience in operations, value chain management and commercialization.
- You have a minimum of 10 years leadership experience