

EXECUTIVE DIRECTOR

The Executive Director will lead the operations of The World Employment Confederation (WEC), incorporating WEC-Europe, driving transformation of the Confederation to ensure it is capable of maximizing its purpose with the available resources, staff and volunteers. In this future-focused role, you will guide strategy, foster innovation, and empower a team which will elevate the Confederation's impact on Public Policy, Industry Standards, and Commercial Performance.

True to the Confederation's commitment to DEI and to reflect the global scope of the Industry and of the policy landscape in the World of Work, applications from different regions and backgrounds are explicitly welcome. The role can be executed in hybrid manner, with regular in-person check-ins with the WEC-Head Office Team currently located in Brussels required. Travel is a requirement. The Contract will be fixed-term.

Key Responsibilities:

- **Strategic Vision & Leadership:** Set the direction for the WEC and its Regions, establishing priorities, work plans, and investments that advance the Employment Industry's evolution. You'll shape a bold vision to position the organization as a key player in driving equitable labour market conditions and insights globally.
- **Performance & Growth:** Ensure the overall commercial and non-commercial performance of the WEC, identifying opportunities to innovate and expand. Your leadership will balance financial health with mission-driven goals to create sustainable growth and value for members and stakeholders.
- **Talent & Team Development:** Develop a highly engaged and future-ready team, prioritizing recruitment, retention, and professional development. Foster a culture of collaboration, innovation, and accountability to drive superior outcomes.
- **Member Engagement:** Build strong relationships with members of all sizes through both in-person and digital interactions. Leverage these connections to understand and meet members' evolving needs and deliver value while also creating a sense of community and shared purpose.
- **Governance & Compliance:** Partner with the Executive Committees and Board to ensure effective governance across the Confederation. You will also uphold the highest standards of compliance and risk management, ensuring operations adhere to legal, financial and ethical standards.
- **Risk & Opportunity Management:** Identify emerging risks and opportunities within the employment industry, anticipating shifts that could affect members and stakeholders. Develop forward-thinking strategies to address these dynamics.

Attributes for Success:

- **Leadership:** Demonstrated capabilities in leading a team of professionals of all levels of experience.
- **Stakeholder & Community Building:** Skilled in navigating complex global stakeholder relationships, you'll create a collaborative, member-centric environment. Your ability to foster strong networks will build lasting partnerships and community engagement.
- **Creativity & Innovation:** Forward-thinking and creative in designing events, member products, and business solutions that anticipate future needs and industry trends in a way that ensures they are commercially successful.
- **Commercial Acumen:** Demonstrated success in directing business operations, including managing a multi-million euro P&L. and attraction and retention of commercial partners, ensuring diverse income streams to sustain the Confederation's initiatives.

- Industry Expertise: Good understanding of the global employment services landscape, including key regulations, trends, and challenges. You'll be fluent in the regulatory and commercial drivers that impact the industry and able to foresee shifts in the market.

Why this Role Matters: As Executive Director, you will empower the Confederation to enhance the future of Employment and Employment Services across the globe. This is a unique opportunity to elevate the Confederation and maximise the Industry's leadership through a highly engaged Community.

Kindly direct your application to info@wecglobal.org before Sunday January 26, 2025.

For any questions please contact the following people:

Bettina Schaller (President WEC global): +41 79 571 89 14 / bettina.schaller@adeccogroup.com

Sonja van Lieshout (President WEC Europe & ad-interim Managing Director WEC): +31 6 10 94 47 47 / sonja.van.lieshout@randstad.com