



# Chief People Diversity Officer

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August Leadership

SEARCH & LEADERSHIP ADVISORY





**CORUS INTERNATIONAL** is a family of long serving, global leaders in international development and humanitarian assistance committed to ending poverty and building healthy communities across Asia, Latin America and the Caribbean, the Middle East, and Africa.



# About Corus International

Founded in 2020 and headquartered in Baltimore, Maryland, Corus International draws on a combined heritage of nearly 150 years, connecting and catalyzing non-profit and for-profit subsidiaries that include IMA World Health, Lutheran World Relief, CGA Technologies (formerly Charlie Goldsmith Associates), Ground Up Investing and Farmers Market Brands.

Alongside communities and local partners in fragile settings, and with the support of Corus's diverse set of partners and funding, Corus International invests in solutions that are innovative, scalable, holistic and move the needle towards transformational. Together, the organizations take a systematic approach to grow rural economies, eliminate extreme poverty, ensure access to quality healthcare, and respond to urgent humanitarian needs in fragile settings. In addition, they are currently involved in identifying a partner in the environmental space to bring into the corporate family.

Further details about the organization can be found at <https://corusinternational.org>





# Position Overview

As Corus experiences rapid growth in terms of size and complexity, we are looking for a seasoned global Chief People Diversity Officer (CPDO) able to execute the human resources strategy in support of the overall global business plan and strategic direction of the organization. Reporting to the CEO/President, and acting as a member of the Leadership Team, the CPDO helps to anticipate changes in the organization and manages problems in advance by implementing new capabilities and new processes. The CPDO is a professional who provides a balanced and impartial counsel to senior leaders and leads the HR team while maintaining strict confidentiality and unwavering ethics. The CPDO leads the organization efforts to build a diverse, competent, motivated, and engaged workforce. The CPDO also builds trust and cultivates strong relationships throughout the organization by being accessible to all employees.

The CPDO is responsible for articulating HR needs and plans to the Executive Team, Shareholders, the Board of Directors, and leads a Global HR Team.







## Position Responsibilities

- Act as a strategic partner to the CEO, Leadership Team and Board of Director
- Create and maintain cross-departmental relationships to implement HR policies, procedures, and projects across the entire organization (headquarters and country programs)
- Oversee organization's overall HR operations and productivity, building a highly inclusive culture
- Enhance HR information systems and ensure the ongoing development of performance indicators and workforce analytics for strategic decision making
- Execute, evaluate, and improve the HR department goals ensuring that the day-to-day services are delivered attending or exceeding the internal clients' expectations and, at the same time the HR team is preparing the organization for the future
- Assess performance and organizational gaps, including diversity and inclusion issues; to better understand where decision making is taking place, and to assess internal talent in terms of developmental needs and succession planning
- Collaborate closely with the President/CEO and leadership team monitoring and influencing organizational culture, providing strategic leadership by articulating HR needs and plans to the executive management team and the Board of Directors
- Function as a strategic business advisor to the leadership team and senior management at each business unit and subsidiaries, regarding key organizational and management issues

# Key Opportunities & Challenges

There are substantial opportunities awaiting the new CPDO of Corus International. Specific opportunities and challenges include the following:

## MANAGE THE GLOBAL HR TEAM

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- Align the Global HR Team to achieve the organization's strategic objectives
- Evaluate performance promoting opportunities for the development of the HR team members
- Provide leadership and guidance to the Global HR function by overseeing the entire employee life cycle including talent acquisition, training & development, global compensation and benefits, career development, succession planning, etc.
- Develop and oversee the annual HR budget, providing leadership and guidance to the Global HR team regarding the development and implementation of the strategy for the organization
- Participate and lead due diligence and integration of potential growth activities, special projects or investments in regards to human capital

## TALENT ACQUISITION & DEVELOPMENT, AND RETENTION

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- Oversee organization-wide recruitment of high-caliber, diverse, and values-aligned staff
- Develop comprehensive strategic talent acquisition, development, and retention plans to meet the human capital needs of strategic goals
- Oversee the recruitment and retention of all levels of employees for US-based and international employees ensuring that the appropriate tools, processes, and procedures are in place regionally
- Assess and recruit key talent from diverse sources to add to the leadership bench
- Stay current on and apply the most effective talent management techniques to solve the organization's human capital challenges

## HR POLICIES, COMPLIANCE, AND RISK MANAGEMENT

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- Collaborate with in-house and outside counsel in multiple global jurisdictions on compliance
- Lead and/or oversee investigations into complicated/complex employee relations issues; ensure appropriate follow-up to ethical concerns, whistle-blower claims; manage policy infractions
- Manage compliance and risk as it relates to all international locations

## PERFORMANCE MANAGEMENT, STAFF MANAGEMENT AND CULTURE

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- Lead institutional efforts to establish a vibrant and unifying organizational culture based on Corus values
- Serve as staff liaison and sounding board for culture and organizational issues
- Communicate frequently with departmental and executive stakeholders to understand the unique needs of the Corus workforce
- Develop a new and innovative performance management program

## DIVERSITY, EQUITY, AND INCLUSION

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- Oversee organizational-wide DEI initiatives
- Support DEI Workgroup in leading change throughout the organization with the development of KPIs and metrics to monitor progress and evaluate effectiveness of DEI initiatives
- Ensure DEI is embedded within HR global strategy at all levels and locations
- Serve as the lead DEI voice in the executive team and with the board of directors
- Stay abreast of emerging trends in the DEI space; identify and adopt best practices

# Position Qualifications & Skills

Corus International enthusiastically welcomes interest from a diversity of backgrounds and experiences and will consider the below factors in evaluating candidates for this important leadership role. While no single individual will possess all the desired experiences and qualifications, the successful candidate should possess many of the following characteristics:



- Educational achievement evidenced by a master's degree in a relevant field (especially interested in those with master's in human resources, organizational development, or management)
- Minimum of 15 years' progressive managerial experience
- International experience, with preference for someone who has worked in the non-profit sector
- Preference for experience managing and working within complex organizational structures, and multiple donors
- Strong critical thinking, communication, and facilitation skills; compassionate and articulate speaking skills
- Proven ability to work in a fast-paced environment, both independently and as part of a team; hands-on and willing to get things done
- Experienced and comfortable in thinking outside the box in identifying solutions to challenges to achieving the organizational mission
- Ability to demonstrate the organizational culture through individual actions and interactions, modelling how work should get done
- Ability to partner with the CEO and executive peers to craft both the organization's unique purpose, based on the broader business strategy and social context, and a culture that will deliver on that purpose for end recipients
- Ability to identify areas of personal strength and weakness in own role and seek out diverse feedback and points of view to manage one's own emotions and those of others





- Ability to connect with people, establish credibility and trust with employees in various geographic locations and with multi-generational demographics, and job functions
- Demonstrated ability to lead multiple high-profile and complex projects simultaneously
- Ability to negotiate conflict and maintain constructive working relationships with people at all levels, sensitivity, and compassion in counselling a diverse staff
- Ability to apply holistic understanding of the organizational business model, financial data, and external trends to make effective decisions on the current and future talent needs of the business
- Outstanding interpersonal skills, and sound judgment, and good sense of humor
- Ability to effectively and succinctly frame complex cost-benefit analyses to advise the board on major human capital decisions, recommending the best potential course of action
- Ability to quickly and flexibly deploy HR resources to manage change across and sustain change momentum when issues arise
- Entrepreneurial work style
- High sense of urgency
- Resilience in operating in a constantly changing and innovative environment
- Collective team player comfortable leading, as well as executing projects as required



# Expressing Interest

August Leadership, a global firm with a leading Social Impact/Non-Profit practice has been exclusively retained for this engagement. Leading the search are Nicole Kamaleson and Kristina Kalkman, Partners in the firm. They will be supported by a team of consultants and researchers.

To make recommendations or to express your interest, please email at [corus@augustleadership.com](mailto:corus@augustleadership.com) - All inquiries and discussions will be considered strictly confidential.

August Leadership and Corus International are equal opportunity, affirmative action employers and are firmly committed to a policy against discrimination based on age, sex, race, religious creed, sexual orientation, disability or ethnic or national origin.

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