



25 July 2025

VACANCY NOTICE

REF: ISO-SC(25)1/2025

RECRUITMENT TYPE:	Based on merits
JOB TITLE:	Executive Director
CATEGORY AND GRADE:	USG – under the UN salary scale
LOCATION:	London, UK
TYPE OF RECRUITMENT:	Local or International, as appropriate
TYPE OF APPOINTMENT:	Fixed term (4 years), potential renewal of a one four-year term only
STARTING DATE:	01/01/2027
ADDRESS FOR RECEIPT OF APPLICATIONS	exdir@isosugar.org
OPENING DATE:	25/07/2025
CLOSING DATE FOR RECEIPT OF APPLICATIONS:	28/02/2026



I. CONTEXT

The International Sugar Organization (ISO) is the only worldwide inter-governmental organization for sugar, sweeteners, biofuels and renewable energy from sugar crops, as well as for other economic, trade and policy related matters.

The ISO is based in London. The full list of ISO Member countries can be found on the ISO website www.isosugar.org/membership/our-members.

Within its general objectives the Organization performs four distinct functions:

- 1) To further the exchange of views by major producing and consuming countries at an intergovernmental level.
- 2) To contribute to improved market transparency, statistical and analytical analysis, including in-depth studies on matters of common interest to members.
- 3) The ISO holds annual seminars, conferences and workshops thereby increasing knowledge and understanding of global, and regional, sugar and ethanol markets and related problems.
- 4) To serve as a communications link between all beet & cane producing countries in order to facilitate the exchange of relevant information about sugar, biofuels and other derivatives.

The official languages of the Organization are English, French, Russian and Spanish.



II. DUTIES AND RESPONSIBILITIES OF THE ISO EXECUTIVE DIRECTOR

The Executive Director shall be responsible for the administration of the 1992 International Sugar Agreement (ISA) and the management of the ISO. The full text of the 1992 ISA, its objectives and more information can be found on the ISO website www.isosugar.org.

The Executive Director shall be the chief administrative officer of the Organization and shall be responsible for the performance of the duties devolving upon him in the administration of the above-mentioned Agreement.

The Executive Director shall appoint other members of the staff, taking into consideration the qualifications and best skills for each position.

Neither the Executive Director nor any member of the staff shall have any financial interest in the sugar industry or sugar trade.

Neither the Executive Director nor any member of the staff shall seek or receive instructions regarding their duties under this Agreement from any Member or from any authority external to the Organization. They shall refrain from any action which might reflect on their position as international officials responsible only to the Organization. Each Member shall respect the exclusively international character of the responsibilities of the Executive Director and staff and shall not seek to influence them in the discharge of their responsibilities.

The Executive Director shall coordinate the work of the Administrative Committee and Chair the Committee on Sugar Market Evaluation, Consumption and Statistics (MECAS). In this sense, the Executive Director will coordinate the annual Work Program to focus on the Production, Consumption and Uses of Sugar, as well as areas related to Biofuels, Bioplastics, Bioenergy and Diversification.

The Executive Director will represent the ISO at conferences, seminars and events held worldwide, striving to positively project the organization, its members and its work.

The Executive Director will interact with members of the ISO, seeking to provide the best professional service and attending any queries, requests or petitions they might have.

III. REQUIREMENTS

1) Eligibility requirements

- Candidates must be citizens of a member country of the International Sugar Organization (ISO) and shall be endorsed by their respective government. Only one candidate per country can be endorsed.
- At least one degree from a recognised university or institute of higher education.
- Excellent knowledge of English, both spoken and written is essential. Knowledge of the other official languages of the ISO is desirable.
- Knowledge and experience in the field of commodities are essential.
- Demonstrated leadership qualities.
- A demonstrated history of ethical and professional conduct befitting the leadership and governance of an international organization.
- At least 10 years professional experience with a minimum of five years at management level in government, in an international organization or in a commercial or similar enterprise.
- Knowledge of and experience in the sugar industry, bioenergy, biofuels and bioplastics or in a comparable agricultural sector, including diversification, for a minimum of five years.
- Initiative and capacity to further develop the strategic vision for the ISO.
- Diplomatic skills, including:
 - o Experience in working with government officials, international organizations, managing multinational teams, conducting international negotiations and interacting with industry representatives worldwide; and,
 - o Capacity to cultivate and develop relationships with the international sucro-energetic community.

2) Other requirements

- Candidates will be expected to submit in writing a vision statement on the future role of the ISO in the world sucro-energetic community.
- Short-listed candidates will be invited to deliver an oral presentation and will be interviewed by the Selection Committee. They will also be required to make an oral presentation on their vision to the International Sugar Council.



- Candidates should have no vested financial interest in the sugar & biofuels sector, or in sugar trade and related activities.

IV. APPLICATION PROCEDURE

Candidates are requested to send written applications in English with the documents listed below to exdir@isosugar.org

1. Motivational cover letter
2. Photocopy of passport (main page)
3. A recent photo
4. Full CV
5. Letter of endorsement by their supporting government
6. Photocopy of diploma(s)
7. Evidence of language skills
8. Name and contact details of three people who could provide references
9. Vision statement on the future role of the ISO in the world sucro-energetic community
10. Any other documentation deemed relevant by the applicant (optional)

After the application deadline, the Selection Committee will review all submissions and identify the most qualified candidates to advance to the next stage. This will include interviews and/or presentations. The ISO Council Members will select the best candidate to appoint as the new Executive Director of ISO.



V. SPECIAL NOTES

The travel and subsistence expenses of candidates for the purpose of attending the interview(s) with the Selection Committee or presentations to the ISO Council shall not be defrayed by the ISO.

Only candidates from Member countries who have ratified the reform of the Agreement and have paid their ISO contributions in full will be considered for the final stage of the selection process.

Applying for this post implies acceptance of the terms and conditions set out in this vacancy notice.

The successful candidate will assume the post on 1 January 2027 for an initial period of four (4) years, subject to the successive extension of the Agreement. Reappointment by the ISO Council for one further term of four (4) years is possible.

Remuneration and other conditions of employment will be negotiable within the United Nations salary scale applicable to London consistent with the successful candidate's experience and qualifications.

The ISO is an equal opportunity employer, and we value diversity in our organization. We do not discriminate because of race, religion, colour, national origin, gender identity or expression, sexual orientation, age, marital status, disability, veteran status, or any other basis protected by law. All qualified applicants will receive consideration for employment.

As an organization, we are fully committed to handling personal information in accordance with data protection legislation and best data protection practices (GDPR). This means that your personal information will be:

1. Processed lawfully, fairly, and in a transparent manner.
2. Collected for specified, explicit and legitimate purposes.
3. Only collected so far as required for our lawful purposes.
4. As accurate and up to date as possible.
5. Retained for a reasonable period, in accordance with retention policies.
6. Processed in a manner which ensures an appropriate level of security.

Whether through this notice or otherwise, we hope to ensure that everyone has a good understanding of why ISO processes personal information and the rights they have.



VI. ADDITIONAL BENEFITS FOR THE EXECUTIVE DIRECTOR POST

Insurance: ISO staff are covered by life insurance for the duration of the official's term in office.

Provident Fund: ISO staff participate in a Provident Fund to which they contribute 7.9% of their gross salary. The ISO also contributes 15.8% of the official's gross salary to this fund.

The official's contribution to the Provident Fund is deducted from the official's net monthly salary.

Dependency allowance: ISO staff with dependents in accordance with the Staff Regulations receive an allowance for each dependent. *

Education allowance: Internationally recruited officials are entitled to a 75% reimbursement of specific education expenses, up to a ceiling/year for each dependent child or up to a ceiling/year for a dependent child with a disability. *

Home leave: Internationally recruited officials are entitled to Home Leave (economy class) bi-annually for themselves and their dependents.

*These allowances are currently under review