



General Manager

For ICAR, we are looking for an experienced and entrepreneurial visionary General Manager to lead the organisation in the execution of its strategic plan toward achieving its mission.

Working closely with the ICAR Board, the General Manager (GM) is responsible for the development and execution of the ICAR strategic plan by leading the ICAR Team and working groups to deliver value to ICAR members. The role includes managing service delivery, the day-to-day functions, staff and financial management and engaging with members and other stakeholders.

Duties and Responsibilities

The General Manager is responsible to:

- Lead ICAR to fulfill its vision of being the universal language for sustainable animal production;
- Develop and implement strategic plans that meet the organisation's mission, goals and objectives;
- Deliver relevant and valued guidelines and services to ICAR members based on efficient ICAR business processes, taking full advantage of technology;
- Build and maintain an effective and highly productive ICAR Team of employees and consultants;
- Provide information and documentation to support the work of the Board;
- Manage organizational finances, including budgeting, forecasting, and reporting;
- Oversee day-to-day operations of the organization;
- Build and maintain relationships with members and key stakeholders;
- Represent the organization at public events and in the media.

Skills and qualifications required:

- University degree in agriculture or business;
- Excellent understanding of animal agriculture and the ICAR members' business.
- Good knowledge of organisational governance and experience working with a board of directors;
- Excellent communication skills in spoken and written English;
- Demonstrated ability to build relationships with diverse groups of stakeholders;
- Strategic thinking, planning, visioning;
- Strong leadership skills and experience managing teams;

Terms of employment

This is a full-time position based in Utrecht, NL. Remote or hybrid work arrangements may be considered. Some international travel is expected. Employment is according to Dutch labour law. Compensation is scaled to a maximum annual salary of € 110.000- € 130.000,- – to be determined as a function of skills and experience. Salary is exclusive of travel and expense allowances.

The ICAR Organisation

ICAR is an International Non-Governmental Organisation (INGO) that is the global provider of independent Guidelines, Standards and Certification for animal identification, recording and evaluation for sustainable farm animal production. ICAR provides its 130 members from 55 countries with an open network to share with, learn from and interact with fellow members and related stakeholders in global animal production.

With Guidelines and services, ICAR helps create quality-based animal production systems worldwide, connected systems that benefit its members, farmers, legislators and consumers. ICAR believes an unbiased scientific approach provides the appropriate framework for systems contributing to a sustainable food chain. ICAR works with the highest respect for human and animal integrity and welfare. ICAR also organizes conferences and workshops to facilitate the diffusion of knowledge and provide networking opportunities for members and industry stakeholders.

Much of the work of ICAR is accomplished by volunteer working groups composed of the members of ICAR and the ICAR's team of employees and consultants support and coordinate the working groups.

For information and to apply

For more information or to apply, please contact or send your application, in English, to Daniel Lefebvre, ICAR President (president@icar.org) before the **closing date of January 10th 2025**.