



Chief Operating Officer - IBIS Rice Conservation Co., Ltd

Location: Phnom Penh, Cambodia

Position Type: Full time

Deadline to Apply: 21st July 2023

THE OPPORTUNITY:

Join the executive team of a globally recognized and highly ambitious conservation-focused business on a mission to save Cambodia's precious forests and endangered wildlife whilst becoming Cambodia's most recognized sustainable food brand in international markets. The COO will be the company's second-in-command and responsible for the efficiency of the business and operationalizing growth strategies.

ABOUT IBIS RICE

[IBIS Rice](#) was founded by the [Wildlife Conservation Society](#) with a mission to save the critically endangered Giant Ibis (Cambodia's National bird). Thought to perhaps be extinct for 50 years, conservationists rediscovered the Giant Ibis in 1993 in a dry tropical forest area vital for many endangered species (known as the Cambodian Northern Plains). The birds were living near remote farming communities growing heritage varieties of jasmine rice, facing a growing threat of habitat destruction as a result of farmland expansion, poaching and illegal logging.

Recognising the central role that these farming communities played in the future of these ecosystems as well as their economic vulnerability (due to limited access to market and unclear land tenure), the team sought a way to empower farmers to protect wildlife whilst lifting them out of poverty. And thus, IBIS Rice's wildlife-friendly farming model was born.

The IBIS Rice farming model is defined by three principles organic farming, zero deforestation, and zero poaching. IBIS Rice set about working with communities to follow these standards by developing and formalising land-use plans to help secure their tenure and improving rice production whilst maintaining traditional practices to produce the purest and finest jasmine. Every rice cycle involves robust and comprehensive monitoring and certification processes (involving farmers, community groups, agronomists, conservation biologists and international auditors). Tools from community-reporting to satellite imagery ensure compliance to the strict conservation and organic standards. In return for their adherence to the rules, farmers are paid up to 70% above market price

with a guarantee that all of their rice will be bought. Today, IBIS Rice works with nearly 1,800 farming families to protect over 500,000 hectares of forest.

The IBIS Rice Conservation Co., Ltd was incorporated in 2017 to deliver on the potential of IBIS Rice for farmers, wildlife and a global consumer. With major clients in Germany, Canada and the USA and the launch of our own brand in the UK IBIS Rice has an ambitious investment and growth strategy to diversify our product range and manufacturing capabilities whilst building a unique brand for both domestic and international consumers. All this while increasing our farmer base to scale-up production and evolve farmer benefits and ultimately conservation outcomes.

ABOUT THE ROLE

As COO you will be reporting directly to the CEO to deliver on an ambitious 10-year growth strategy. This includes managing the operational deployment of investments in new manufacturing capabilities and for a rapidly growing export market for our corporate customers and branded IBIS Rice products. You will manage all in-country operations in Cambodia working with our amazing team of young, up and coming professionals.

Objectives of this role

- Collaborate with CEO in setting and driving organizational vision and operations strategy
- Lead employees to encourage maximum performance and dedication whilst creating consumer products of exceptional quality that convey IBIS Rice's unique impact
- Translate strategy into actionable steps for growth, implementing organization-wide goal setting, performance management, and annual operational planning

Responsibilities

- Line management of all operations including production, quality management, exports, finance and domestic sales
- Ensure compliance with the companies' certifications and commitments as well as support the onboarding of new certifications, standards, operating and traceability systems
- Oversee company operations and employee productivity, building a highly inclusive culture that ensures team members can thrive and that organizational goals are met
- Ensure effective recruiting, onboarding, professional development, performance management, and retention
- Ensure compliance with national and local business regulations, and take appropriate action when necessary
- Analyse internal operations and identify areas for process enhancement

- Implement business strategies and plans that align with the short- and long-term objectives developed in cooperation with CEO
- Manage capital investments and expenses aggressively to ensure that the company achieves targets for growth and profitability
- Build and maintain trusting relationships with key customers, clients, partners, and stakeholders

Required skills and qualifications

- Five or more years of experience in business / SME executive leadership roles, with a proven track record as an effective manager
- Goal-oriented and results-driven with exceptional organizational and leadership abilities
- Excellent interpersonal, decision-making and problem-solving skills
- Working knowledge of data analysis and performance/operation metrics

Experience that may be seen favourably

- Experience in agriculture, food manufacturing or food marketing
- Understanding of social, food safety and organic standards
- Ability to communicate in Khmer
- BSc or MSc in Business Administration or relevant field

How to Apply

Please send your Cover Letter & CV to jobs@ibisrice.com by **21st of July 2023**. Shortlisted candidates will be contacted for an interview.