

# Call for applications

## Oikocredit Supervisory Board



# About Oikocredit

Oikocredit is a social impact investor and worldwide cooperative with over four decades of experience in promoting sustainable development through investments in financial inclusion, agriculture and renewable energy.



Guided by the principle of empowering low-income people to improve their livelihoods, Oikocredit supports partner organisations in developing countries through loans, equity investments and capacity building.

Oikocredit finances over 400 partners in 56 countries, with total outstanding capital of € 876 million (at 30 September 2021).

Social impact is at the heart of Oikocredit's work. Through our network of local staff in Africa, Asia and Latin America, we are able to respond to partners' needs and offer solutions that go beyond financing. We prioritise social impact while safeguarding the environment and generating fair financial returns for our investors.

Oikocredit was founded as a cooperative in 1975 by the World Council of Churches as an ethical investment channel and currently has around 550 members, which are mainly churches and church-based organisations. Oikocredit is privately financed through the investments of its member organisations and over 58,000 individuals.

Investments are mainly attracted by support associations and our national support offices. Support associations are separate entities that are member organisations of Oikocredit. They mobilise volunteers to raise awareness of development issues and encourage socially responsible investments from local individuals and local organisations. Oikocredit's loyal and committed community of cooperative members and investors enables us to provide long-term capital to our partners.



# Vision, Mission and Values

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## Vision

A global, just society in which resources are shared sustainably and all people are empowered with the choices they need to create a life of dignity.

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## Mission

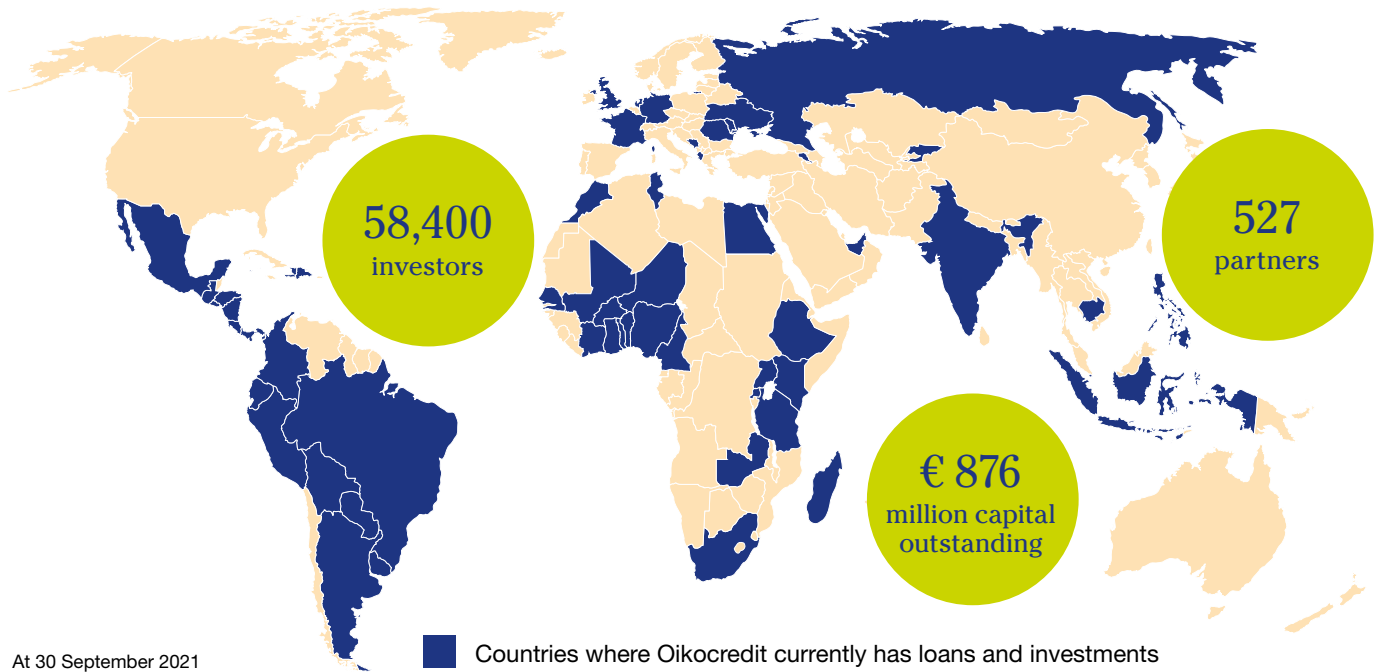
Oikocredit challenges all to invest responsibly. It provides financial services and supports organisations to improve the quality of life of low-income people and communities in a sustainable way.

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## Values

- **People** – Oikocredit supports organisations that provide financial opportunities to disadvantaged people irrespective of their faith, culture, age or gender.
- **Sharing** – Oikocredit provides a vehicle for meaningful sharing. When the global community is prepared to share what they have, respect each other and work together, justice and peace can prevail.
- **Ecumenical spirit** – Around the world, people of faith are willing to share their resources. Oikocredit forms part of that worldwide coalition of solidarity.
- **Grassroots** – Development is most effective when it stems from grassroots. In the cooperative culture of Oikocredit, people's initiatives and participation are central to all acts and policies.
- **Integrity** – Respect between people implies honesty and truthfulness. Oikocredit is determined to listen with an open mind and communicate in full transparency on all parameters of its own policies.
- **Environment** – A balanced ecosystem is the basis for life and as such, should be preserved. Oikocredit believes that a healthy balance in nature can only be achieved in a world where resources and power are spread evenly.

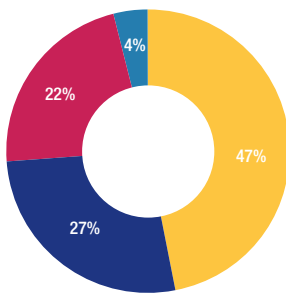
# Facts and figures



## Development finance portfolio

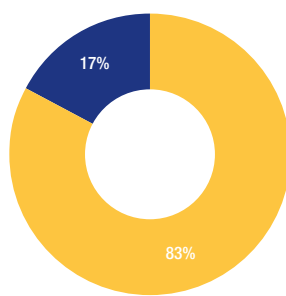
At 30 September 2021

### Financing by region



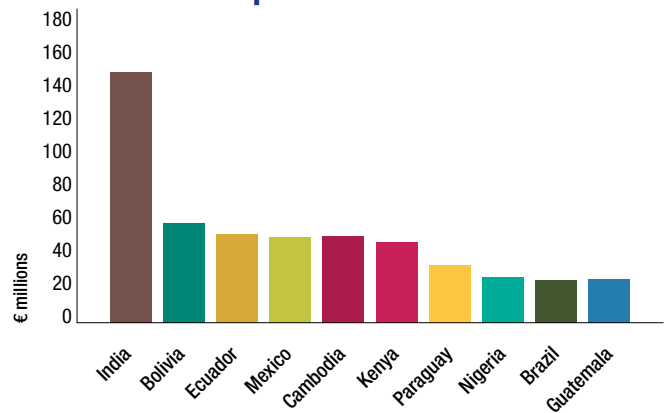
■ Latin America and the Caribbean  
 ■ Asia  
 ■ Africa  
 ■ Other

### Type of financing



■ Loans  
 ■ Equity investments

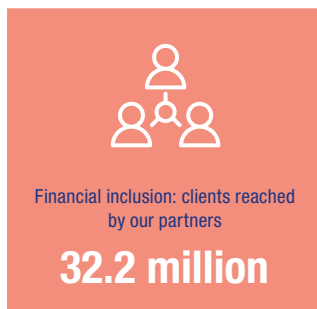
### Top 10 countries



## Outreach of Oikocredit partners

At 30 December 2020

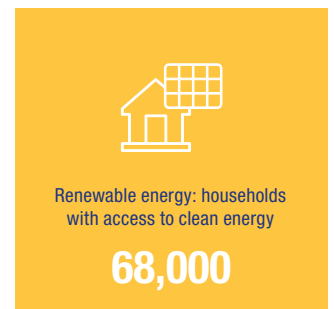
### Financial inclusion



### Agriculture



### Renewable energy





## Introduction to the role

Oikocredit is looking for highly qualified professionals to serve as members of its Supervisory Board. As a dynamic and pioneering social investor and international cooperative, we are seeking skilled and experienced individuals to join our board. Supervisory Board members help envision Oikocredit's future, provide guidance, take decisions and demonstrate the same values and passion as our members, the Managing Board and our staff.

We are looking for board members that have a strong affinity with Oikocredit's ambitions. Applicants should have the background, skills and motivation to lead the organisation together with other members of the Supervisory Board, propelling our organisation forward.

This opportunity requires senior management/board experience in various functional areas, preferably in international cooperative organisations and development finance. Supervisory Board members will use this experience to support Oikocredit's mission of using financial services to improve the quality of the lives of low-income people in a sustainable way.

# The role of the Supervisory Board

The Supervisory Board is Oikocredit's guiding and supervising non-executive body. Together with the Managing Board, Members' Council and its cooperative members, it is responsible for keeping the cooperative true to its vision, mission and values.

The Supervisory Board has a supervisory and an advisory role towards the Managing Board and towards Oikocredit as a whole. In carrying out its duties, the Supervisory Board is guided by the interests of Oikocredit and therefore takes all stakeholders' interests into consideration, including the interests of members, partners, employees, and investors.

The Supervisory Board receives regular reports and updates from the Managing Board. It supervises and advises the Managing Board on: Oikocredit's mission,

vision and values; the cooperative's social performance; the strategy and associated risks; the design and effectiveness of the internal risk management and control systems; the internal audit function; the financial position and the integrity and quality of financial reporting; compliance with local and global laws and regulations; and the Managing Board's relationship with Oikocredit's members. Supervisory Board members are elected to hold office for a term of three years and are eligible for re-election for an additional term.

## Composition

Supervisory Board members are expected to support the vision, mission and values of Oikocredit as well as its ecumenical roots. They should have a thorough knowledge of the societal function and impact of Oikocredit and of the interests of its stakeholders. They must be able to assess the strategy, financial position, risk profile, organisational and governance structure, and social impact investment approach of the cooperative society.

The Supervisory Board consists of anywhere between seven and thirteen members who, collectively, have an optimal combination of experience, expertise, diversity, geographical and social background, and knowledge of the markets in which Oikocredit is operating. The composition of the Supervisory Board should reflect the ecumenical character and mission of Oikocredit.

## Board meetings and board committees

The Supervisory Board meets four times a year in person or virtually for several days and holds a number of Zoom and/or Teams conferences.

In addition, the Supervisory Board has installed a number of committees that help the board organise its work efficiently by preparing issues ahead of plenary meetings. This includes the Social Performance, Audit, Risk and

Governance Committee; the Investment Committee; and the Strategy and People Committee.

Board members are expected to take an active part in these meetings. Therefore, time spent at board meetings and on committee membership is estimated to be at least 25 days per year, including international travel, but excluding reading and preparation time.

## Remuneration of Supervisory Board members

Supervisory Board members receive remuneration to acknowledge the services rendered on the board financially. Moreover, board members are fully compensated for costs.





# Candidate profile

We are looking for potential candidates to fill several vacancies as of 9 June 2022.

## General profile

To carry out its duties, the Supervisory Board seeks candidates that meet the following general profile:

- Senior management/board expertise, developed in an institution preferably of a similar size and mission to Oikocredit and preferably with a two-tier board structure.
- Awareness of global developments, especially in the developing world.
- Strategic experience in a business discipline.
- Governance experience including organisational and policy development for any business discipline.
- Availability to allocate sufficient time to tasks by attending meetings, traveling, and doing preparatory and follow-up work.

## Knowledge and experience

With respect to the current Supervisory Board vacancies, we are looking for candidates with knowledge and experience in one or more of the following fields:

- Audit experience (including experience working with both internal and external audit).
- Risk experience, with an emphasis on credit risk and governance/business risk.
- Legal and regulatory affairs.
- In-depth financial analysis experience, including accounting, corporate reporting and business financials (e.g. balance sheet and financial ratios).
- Development finance, community needs and capacity building in low-income countries, including experience in sectors such as financial inclusion, agriculture, renewable energy, health, education, housing, water, sanitation and hygiene.
- Human resources, organisational culture and development, stakeholder management, employee engagement and retention.
- Strategic planning and change management.
- Leadership experience, such as experience leading boards, executive management teams or other governing bodies.



## Nomination and election process

In accordance with Oikocredit's Articles of Association, members of the Supervisory Board are appointed at the General Meeting upon nomination by the Supervisory Board. The Supervisory Board has appointed a Supervisory Board Nominations Committee from among its members to coordinate and carry out the nomination process.

Vacancies for the Supervisory Board are announced to all members of Oikocredit, the Members' Council, the Works Council and the Managing Board, and published on Oikocredit's public website. Any individual who is independent from Oikocredit (as described in section 28.10 of Oikocredit's Articles of Association) can apply for Supervisory Board membership.

As part of the evaluation process, the candidates will be screened under the current 'Know your Customer' principle and Oikocredit's Conflict of Interest Policy, in accordance with legislation and internal rules.

The Supervisory Board Nominations Committee will review applications and organise interviews with selected qualified candidates (via video conference). Two member representatives appointed by the Members' Council will be invited to advise the Supervisory Board Nominations Committee regarding applications of qualified candidates. Key stakeholders, including the Supervisory Board, the Managing Board, and representatives of the Works Council, will be kept informed throughout the process.





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## Timing

All applications and expressions of interest are welcome. We intend to respect the following timeline:

- **15 January 2022:** final deadline for candidate applications.
- **January & February 2022:** the Supervisory Board Nominations Committee will review applications, conduct candidate interviews and carry out required stakeholder consultations.
- **15 March 2022** (date to be confirmed): the Supervisory Board will nominate one candidate for each vacancy.
- At least 60 days before the Annual General Meeting, i.e. no later than **8 April 2022:** the Supervisory Board will inform members, the Members' Council, the Works Council, and the Managing Board on the candidates nominated for appointment.
- **9 June 2022:** new members of the Supervisory Board will be appointed at the Annual General Meeting.

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## How to apply

Interested candidates should apply on the [Oikocredit Careers page](#), attaching the following documents in English to their application:

- A curriculum vitae.
- A written personal statement of interest indicating the candidate's relevant fields of experience and why they want to serve as a Supervisory Board member.
- A letter of recommendation.

**If you wish to learn more about this opportunity, you are invited to contact the Supervisory Board Nominations Committee by sending an email to [sb.nomination@oikocredit.org](mailto:sb.nomination@oikocredit.org)**



## Oikocredit International



+31 33 422 40 40  
sb.nomination@oikocredit.org  
www.oikocredit.coop

**Visiting address**  
Berkenweg 7  
3818 LA Amersfoort  
The Netherlands

**Postal address**  
PO Box 2136  
3800 CC Amersfoort  
The Netherlands

This document was produced by Oikocredit, Ecumenical Development Cooperative Society U.A. (Oikocredit International) with the greatest of care and to the best of its knowledge and belief at the time of writing (November 2021). Oikocredit International provides no guarantee with regard to its content and completeness and does not accept any liability for losses which might arise from making use of this information.

Photos by: Ana Maria Buitron, Opmeer Reports, Rodrigo Garay.