

IFRS Foundation

Job description – IASB Technical Staff, Leadership Team Member

Reports to: Executive Technical Director

Based: London

Job Purpose: To lead the strategic development, management and delivery of technical accounting projects, contribute to the delivery of the Board's overall work plan, and provide senior level input on wider organisational matters.

Principal accountabilities

- Lead the delivery of technical projects:
 - Oversee the development of technical proposals for consideration by the Board and facilitate the Board's decision-making through research, discussion and drafting proposals.
 - Provide strategic direction to projects and identify and manage political issues and risks.
 - Give guidance on technical matters and help resolve issues.
 - Plan, manage and allocate technical expertise and resources to meet project demands.
 - Use project management disciplines to monitor progress and ensure agreed timescales and performance measures are achieved.
 - Ensure appropriate adherence to due process at all stages in the project life cycle.
 - Oversee the drafting and publication of due process documents.
- Manage stakeholder relationships effectively to ensure maximum support and buy-in for the organisation's work:
 - Ensure there is appropriate stakeholder outreach at each stage of the project lifecycle and in other organisational activities.
 - Lead the technical liaison with the Board, ensuring a positive and collaborative relationship is maintained.
 - Identify appropriate stakeholder groups and develop key relationships.
 - Act as a credible and authoritative representative of the Board and consult with a wide range of external stakeholders from industry and the accounting, investment, regulatory and standard-setting communities, in order to ascertain their views and to share information.
- Lead and develop technical project teams:
 - Provide and communicate a clear, consistent sense of purpose and direction.
 - Effectively manage, coach and develop project staff and teams; undertake staff processes such as performance reviews and determining pay.
 - Lead by example and role-model the skills and behaviours expected of staff.
- Work with other members of the Technical Leadership Team and support the Executive Technical Director in co-ordinating the development and delivery of the Board's workplan.

- Contribute to senior management debate and action on the development, management and culture of the wider organisation.

Competencies

1. Technical knowledge and thinking abilities:

- Demonstrates expert understanding of technical projects, IFRS Standards and their mechanics, and the standard-setting process.
- Identifies, understands and analyses issues.
- Shows rigour, consistency and attention to detail in work.
- Proposes well-reasoned recommendations which draw out implications, including cost/benefit analysis.
- Develops feasible solutions which demonstrate practicality and innovative thinking and an understanding of the interconnections in models and concepts across Standards.
- Understands the strategic context of a project and can effectively position ideas and anticipate and address political issues.
- Makes proportionate and timely decisions, consulting with internal and external parties appropriately.
- Displays impartiality, balance and openness in developing, defending and accepting alternative views.

2. Managing self and relationships:

- Is enthusiastic, proactive, and motivated, works effectively under pressure, and remains positive even when faced with setbacks.
- Self-aware. Flexible and open to change.
- Demonstrates the Foundation's values.
- Shows professionalism, respect and empathy, and relates well to others.
- Able to effectively manage individuals with different backgrounds and styles.
- Focuses on team's contributions over individual contributions.
- Can develop and communicate a sense of purpose and direction and lead all involved to desired outcomes.
- Leads by example; inspires trust amongst staff, the Board and external stakeholders.
- Manages key stakeholder relationships effectively, builds consensus on key issues, with the ability to leverage a strong network of stakeholder advocates.
- Constructively addresses disagreements and conflicts in a timely manner.
- Facilitates individual and organisational growth and development by coaching and empowering staff, providing timely and constructive feedback, and promoting knowledge sharing, experimentation and learning.

3. Planning and delivering work:

- Sets appropriate objectives, responsibilities, timetables and priorities for teams, and provides input on strategic, cross-organisational issues.
- Delegates work effectively and builds teams appropriately.
- Organises and manages own time and work across competing priorities.
- Anticipates problems and develops contingency plans; comfortable with ambiguity and unpredictability.
- Takes ownership and responsibility for work output and quality and is able to make difficult decisions to move work forward.
- Strives for continuous improvement and identifies and implements creative practices for increased efficiency and effectiveness.

4. Effective communications:

- Communicates in a concise, clear and well-structured way, appropriately tailored to the audience, taking account of strategic, diplomatic and political sensitivities.
- Able to adopt multiple methods of communication to communicate to a range of audiences to achieve desired strategic outcomes.
- Able to communicate persuasively and authentically, whilst still presenting issues, evidence, analysis and recommendations in a balanced manner.
- Drafts and reviews documents with robust analyses of alternative views, defensible support of recommendations and clear, simple, logical and consistent articulation; able to identify and address when there are risks of multiple interpretations.
- Presents effectively to internal and external audiences.
- Listens actively and manages questions and comments competently and constructively.
- Acts as an ambassador for the organisation, showing diplomacy, gravitas, maturity and technical expertise.
- Understands others' viewpoints and identifies underlying messages and nuanced differences in views.