

## **IFRS Foundation**

### **Job description – IASB Technical Staff (Taxonomy)**

Based: London

Reports to: Technical Leadership Team Member

Job Purpose: To oversee the development of the IFRS Taxonomy and support and promote its adoption around the world.

#### **Principal accountabilities**

- Oversee the development of the IFRS Taxonomy:
  - Oversee changes to financial reporting content arising from new and amended IFRS Standards or from changes in reporting practice.
  - Consult with technical accounting staff and Board Members to ensure that changes are consistent with IFRS Standards.
  - Ensure appropriate adherence to due process.
- Oversee the preparation of a range of documents and materials for internal and external use, to support the use and implementation of the taxonomy, and to facilitate understanding and decision-making on related issues.
- Contribute to the development and implementation of a strategy to expand the use and adoption of the taxonomy and manage political issues and risks.
- Manage stakeholder relationships effectively to ensure maximum support and buy-in for the organisation's work.
  - Consult with formal advisory groups (IFRS Advisory Council and IFRS Taxonomy Consultative Group) on issues relating to the development and adoption of the taxonomy.
  - Collaborate with XBRL International and related working groups on issues relating to taxonomy best practice.
  - Engage with constituents who are implementing the taxonomy (preparers, software vendors, regulators and other taxonomy users) to ensure consistent and accurate implementation.
  - Lead the technical liaison with the Board, ensuring a positive and collaborative relationship is maintained.
  - Act as a credible and authoritative representative of the Board and consult with a wide range of external stakeholders from the accounting, business, investment, IT, regulatory, standard-setting and XBRL communities, in order to ascertain their views and to share information.
- Manage Taxonomy team members and contribute to their development.

## Competencies

### 1. Technical knowledge and thinking abilities:

- Demonstrates a high-level understanding of IFRS Standards, financial reporting, the IFRS Taxonomy and XBRL.
- Shows rigour, consistency and attention to detail in work.
- Identifies, understands and analyses issues.
- Proposes well-reasoned recommendations and draws out implications, including cost/benefit analysis.
- Displays impartiality, balance and openness in developing, defending and accepting alternative views.
- Develops feasible solutions.
- Demonstrates a high-level understanding of the technical team agenda and the standard-setting process, including the roles of various parties

### 2. Managing self and relationships:

- Is enthusiastic, proactive, and motivated, working effectively under pressure, and remains positive even when faced with setbacks.
- Self-aware. Seeks and learns from feedback. Seeks to grow and continuously improve.
- Flexible and open to change.
- Demonstrates the Foundation's values.
- Shows professionalism, respect and empathy, relating well to others by showing courtesy.
- Focused on team's contributions over individual contributions.
- Understand the roles and limitations of collective group responsibility.
- Constructively addresses disagreements and conflicts in a timely manner.
- Shares knowledge and information.

### 3. Planning and delivering work:

- Delegates work effectively and appropriately.
- Organises and manages own time and work across competing priorities.
- Respects others' time (eg, providing adequate time for review, considering which issues to escalate to whom).
- Sets and adheres to realistic timelines within span of control.
- 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.
- Takes ownership and responsibility for the quality of the work output, regularly communicating progress and escalating issues appropriately.
- Promptly communicates reasons for changes to plans, as necessary.
- Strives for continuous improvement, within resources, priorities and deadlines.

### 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 Board papers and due process documents with robust analyses of alternative views, defensible support of recommendation and clear, simple, logical and consistent articulation.
- 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 summarises accurately and completely.