

## **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.