



Position Specification

IFRS Foundation
Managing Director

November 2025

A foreword from the IFRS Foundation

We are pleased to announce the search for our next Managing Director to succeed Michel Madelain when his term in office ends in September 2026.

As the IFRS Foundation continues to advance its mission of developing reporting standards that foster transparency, accountability and efficiency in capital markets globally, we are seeking an outstanding leader to join us as Managing Director.

The successful candidate will join the organisation at a pivotal moment for the Foundation, with transformation and innovation at the forefront of our agenda. Through their leadership and operational excellence, the successful candidate will play a critical role in strengthening our operational resilience, ensuring that the Foundation remains fit for the future and enabling our two standard-setting boards – the International Accounting Standards Board and the International Sustainability Standards Board – to deliver on their global mandates.

We invite applications from individuals who share our commitment to serving the public interest, collaboration and excellence.

Ken Robinson

**Chair of the IFRS Foundation Trustees' Nominating Committee
on behalf of the Trustees of the IFRS Foundation**

Our Client

The IFRS Foundation stands as a cornerstone institution in the global financial system, dedicated to strengthening transparency, accountability and efficiency in capital markets around the world. Established in 2001 as an independent, not-for-profit organisation, the Foundation's mission is to develop high-quality, understandable, enforceable and globally accepted standards for general purpose financial reporting – collectively known as IFRS Standards. These standards have become the international language of corporate reporting. They result in decision-useful information for investors, are cost-effective for companies and are enforceable by regulators worldwide.

At the heart of the Foundation's work are its two independent standard-setting boards: the International Accounting Standards Board (IASB) and the International Sustainability Standards Board (ISSB). The IASB is recognised globally for developing the de facto global accounting language, while the ISSB is leading the way in establishing a global baseline of sustainability disclosures. Together, these boards ensure that IFRS Standards remain relevant and robust in an era of evolving stakeholder expectations, technological change and growing demand for greater corporate accountability.

The IFRS Foundation operates in a dynamic and highly complex environment. It has a staff of more than 300 professionals representing a wide range of nationalities and expertise, an annual budget of £65 million and offices in Beijing, Frankfurt, London, Montreal, San Francisco and Tokyo.

The Foundation has a three-tier governance structure. It is designed to keep standard-setting independent of special interests, maintain a high level of accountability to stakeholders and provide a formal link to public authorities. The Trustees are responsible for governance and organisational strategy, and for overseeing the IASB and the ISSB. In turn, the Trustees are accountable to the IFRS Foundation Monitoring Board, which consists of capital market authorities and provides public accountability.

A defining feature of the IFRS Foundation is its unwavering commitment to the public interest. Every aspect of its work is shaped by a focus on meeting the information needs of investors in the global capital markets. The Foundation is dedicated not only to developing and promoting adoption of its standards, but also to facilitating their consistent application, thereby supporting market stability and economic growth on a global scale. In order to maintain its leadership in a fast-changing landscape, the Foundation has recently embarked on a comprehensive transformation programme – reviewing its own operations, cost structures and resource allocation to ensure that it remains fit for purpose, agile, and able to anticipate future challenges.

Collaboration and stakeholder engagement are central to the Foundation's identity. The organisation works closely with a broad network of global stakeholders, including public authorities, regulators, industry bodies, and the wider financial and corporate communities. The Foundation's culture is characterised by professionalism, integrity, collaboration and a strong sense of shared purpose. It values diversity, encourages innovation and is committed to continuous improvement – qualities that have helped it to build and sustain its reputation for independence and excellence.

Ultimately, the IFRS Foundation's influence rests on its ability to deliver on its public interest mandate through effective stewardship, robust governance and a high-performing, values-driven leadership team. As the organisation looks to the future, it remains steadfast in its commitment to shaping the future of corporate reporting, fostering trust in the information that underpins economic decision-making around the world.

The Role

The Managing Director (MD) of the IFRS Foundation serves as the principal executive leader responsible for the strategic direction, operational management and overall performance of the Foundation. Reporting directly to the Chair of the Trustees, the MD is entrusted with safeguarding the Foundation's reputation for independence, operational excellence and organisational integrity, while ensuring that the resources and support structures are in place for the IASB and the ISSB to fulfil their global mandates. The MD is not responsible for the technical matters of the IASB and ISSB, as these remain solely within the respective remit of each board.

The MD leads a high-performing group including the Executive Operations Director, Chief People Officer, Chief Financial Officer, Chief Revenue Officer and Chief of Communications. The MD is responsible for fostering a collaborative and inclusive culture, ensuring that the Foundation's operational platform is resilient, effective and aligned with its public interest mission.

The MD works closely with the Chair of the Trustees, Trustee Committee Chairs, and the Chairs and Vice-Chairs of the IASB and ISSB, contributing to strategic planning, transformation initiatives and resource allocation. The MD plays a pivotal role in guiding the Foundation's ongoing transformation programme, ensuring operational efficiency, cost management and agility in a complex, multi-stakeholder environment.

A key focus of the role is securing the financial sustainability of the Foundation. The MD leads the development and execution of the global funding strategy, manages the budget process in close consultation with the Trustees' Budget and Funding Committee, and ensures timely and accurate financial planning and reporting. The MD also works to ensure the Foundation's funding model remains robust and diversified to support the long-term work of both standard-setting boards.

Internally, the MD is accountable for the effective functioning and continuous improvement of all central functions. This includes defining and delivering shared services, overseeing talent management and succession planning, and proactively adjusting operational capacity in terms of people, processes and technology. The MD champions a culture of professional development, diversity, equity and continuous improvement, positioning the Foundation as an employer of choice.

The MD is further responsible for ensuring robust corporate governance, compliance and risk management across the Foundation's global operations. The MD supports the work and agendas of the Trustees, serves as secretary to the Trustees' Executive Committee, and acts as the key staff liaison to the Monitoring Board and other international policy bodies as needed. The MD may also represent the Foundation in public forums, reinforcing its reputation for integrity and leadership.

Success in this role will require a blend of strategic vision, operational discipline and exemplary interpersonal skills. The MD must inspire confidence among employees, the Trustees, the Boards and external stakeholders, while upholding the Foundation's values of integrity and collaboration, and serving the public interest.

Key Responsibilities

- **Leading the overall strategic planning process of the Foundation** and working with the Chair and other Trustees, the Chairs and Vice-Chairs of the Boards, as well as senior staff to achieve the Foundation's mission and ensure its delivery, including the delivery of a strategic plan and a target operating model.
- **Securing the financial sustainability of Foundation activities** by providing strong leadership to funding, budgeting and financial management and planning. Notably, this will entail working with the Chief Revenue Officer and the Chief Financial Officer to:
 - lead the budget processes in consultation with the Trustees' Budget and Funding Committee
 - lead the development and execution of the ongoing global funding strategy and framework for the organisation, including appropriate business development activities
 - drive an increase in and diversification of funding from current and new sources
 - ensure the delivery of accurate and timely financial reporting and planning to the Trustees and stakeholders
 - develop and operationalise initiatives that reduce costs and improve both efficiency and effectiveness.

- **Maintaining an inclusive and effective central support operational leadership and Foundation operational leadership** (in partnership with the Chairs of the IASB and the ISSB). This includes:
 - leading and developing a high-performing senior executive team responsible for human resources, finance, revenue generation, communications, corporate secretariat and governance, legal and compliance, publishing, internal sustainability and technology
 - defining and delivering the key shared services delivery elements required from the Foundation's central functions enabling the boards to deliver their standard-setting objectives
 - proactively reinforcing and adjusting as needed the operational capacity of the organisation in terms of people, process and technology
 - promoting and developing a shared culture and values in the organisation
 - ensuring that corporate governance and local compliance are in place and functioning effectively, along with internal controls and processes, in a manner that is appropriate to the Foundation's structure at its various locations.
- **Supporting the work and agenda of the Trustees**, notably, to:
 - support and participate in regular committee meetings and Trustee in-person meetings
 - serve as the key staff member in the Trustees' engagement with the IFRS Foundation Monitoring Board
 - ensure the delivery of commitments made in the various public and private sector MOUs contracted by the Foundation
 - act as secretary of the Trustees' Executive Committee to support its work and agenda
 - serve as requested by the Chair of Trustees as the key contact person for staff level engagement with IOSCO, FSB, G7 and G20.
- **Ensuring appropriate and positive relationships with the Foundation's global stakeholders** (including public, private and international bodies) at a policy level, and share responsibility for maintaining some of them on issues related to governance and the adoption of IFRS Standards.
- **Serving as required as a spokesperson of the IFRS Foundation** via public speeches and engagements and media.

Candidate Profile

The ideal candidate for the Managing Director of the IFRS Foundation will be a seasoned executive with a proven ability to lead in complex, international and multi-stakeholder environments. The successful individual will bring a blend of operational, strategic, and transformational leadership, and will possess the interpersonal skills needed to build trust and alignment across the Foundation's diverse global community.

Professional Experience and Qualifications

- Significant senior executive experience, ideally as Managing Director, Chief Operating Officer or Head of Central Functions, leading large, complex organisations.
- Experience working within complex governance structures and managing relationships with boards, committees, and regulatory or public authorities; executive and non-executive experience is highly valued.
- Demonstrated success in guiding strategy, transformation and organisational change at a senior level, with a strong track record of delivering operational improvement, efficiency and measurable results.
- Extensive experience in central operational functions, including HR, finance, communications, technology and revenue generation, with responsibility for resource allocation and performance management.
- Proven ability to lead restructuring and talent management initiatives, including hiring, performance management and succession planning.
- Global perspective and comfortable working across diverse cultures and markets; while the role is London-based, candidates from APAC, EMEA and the Americas are encouraged.

- A balanced background – including exposure to multiple sectors, organisational types and geographies. Experience in consulting, technical audit or standards bodies is less relevant for this role.
- Appreciation for the role and importance of high-quality corporate reporting standards in the functioning of global capital markets; understanding of a public interest or mission-driven organisation is essential.

Leadership Competencies and Personal Attributes

- Collaborative leadership style, able to drive alignment and partnership within a senior executive team.
- Strategic thinker and pragmatic executor, comfortable making decisions in complex, ambiguous and rapidly changing environments.
- Outstanding interpersonal, diplomatic and stakeholder management skills, able to build relationships and influence at all levels, both internally and externally.
- Strong communicator, with the ability to represent the organisation credibly and inspire confidence with Trustees, the standard-setting boards, staff and global stakeholders.
- Culturally astute and adaptable, with a decisive yet inclusive leadership approach.
- High integrity, humility and resilience; open to feedback and committed to personal and organisational growth.
- Demonstrated commitment to diversity, equity and inclusion as organisational strengths, and experience fostering high-performing, diverse teams.
- Change-oriented and innovative, with a record of successfully leading modernisation, digital transformation or operational improvement initiatives.

Language and Location Requirements

- Fluency in English is required; additional languages and international experience are advantageous.
- Role based at the London office with travel to other global offices and locations.
- Willingness to travel internationally as required.

Other Requirements

- Willingness and ability to undergo a comprehensive executive assessment, including psychometric evaluation and competency-based interviews.
- High level of discretion and integrity, with the ability to manage confidential and sensitive matters in line with organisational and stakeholder expectations.
- Commitment to the IFRS Foundation's mission and values, and readiness to represent the Foundation in key forums as needed.

Further Information and How to Apply

For further information on the IFRS Foundation please visit www.ifrs.org.

The Managing Director of the IFRS Foundation is appointed by the Trustees in consultation with the Chairs of the IASB and the ISSB. The IFRS Foundation Trustees have appointed Russell Reynolds Associates to assist with this appointment process.

[Please click here to apply](#) – using job reference number **2511-044L**. You will be asked to register your details, answer any application questions and upload your CV and Statement of Suitability.

Your submission should include:

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- A **Statement of Suitability** (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role.
- A completed **Diversity Questionnaire** [available here](#). The IFRS Foundation is committed to providing an inclusive workplace that offers equal opportunities to all its staff and Trustees. It promotes a working environment based on dignity, integrity, trust and respect, and one that is free from discrimination, harassment, bullying or victimisation. Data will be reported in an aggregate format and will not be seen by anyone assessing your application. You can see more about the Foundation's diversity, equity and inclusion programme [here](#).

Timeline

An indicative timeline is shared below, please note this may be subject to change:

Milestone	Date
Applications due	25 January 2026
RRA conducts in-depth interviews with longlisted candidates	February 2026
First panel interview	March 2026
Informal conversations with relevant stakeholders	March 2026
Final panel interviews	March 2026

Please note that due diligence will be carried out on shortlisted candidates. Candidates should expect this to include searches of previous public statements and social media, blogs or any other publicly available information.

To learn more about how we use personal data in connection with our regulatory and operational activities, please see our [privacy notice here](#).

Should you wish to speak with someone before submitting an application, or if you have difficulties in accessing the online application platform, please contact responses@russellreynolds.com, quoting reference number **2511-044L**.

The Foundation retains the discretion to consider applications received after the due date.