



## JOB DESCRIPTION

**Senior Programs Manager**

**Location: Paris**

**March, 2017**

**Contact:**

recruitment\_programs@purprojet.com  
4, rue de la Pierre Levée - 75011 – Paris  
www.purprojet.com

## I. PUR Projet

PUR Projet, founded in 2008 by Tristan Lecomte (HEC, Founder of Alter Eco, Ashoka fellow, Young Global Leader 2013) and managed by Pierric Jammes since 2010 (X02, Stanford, McKinsey), is a social business whose mission is restoring ecosystems to improve livelihoods and strengthen supply chains. PUR Projet is specialized in the operation of large scale corporate insetting<sup>1</sup> programs, helping companies to understand, assess and reduce their impacts and dependencies on natural capital<sup>2</sup>, and to design, implement and monitor efficient insetting operations along their value chains, such as sustainable procurement strategies, sustainable sourcing initiatives and community ecosystems management projects integrated to supply chains. PUR Projet has significant background and track record in the development and operations of reforestation, agroforestry (managing agricultural outputs combining crop and timber/fruit trees planting), and forest conservation insetting field projects, empowering farmer organizations in the design, the implementation, the monitoring and the long-term sustainability of the ecosystems management activities.

PUR Projet manages a portfolio of 40 field projects around the world with diversified farmer groups.

Additional relevant information can be consulted on the following documents:

- [PUR Projet](#) general presentation
- Presentation of the [Insetting Platform](#), created by PUR Projet and its main partners  
Insetting applied to the [coffee](#) sector
- [PUR Lab](#) presentation
- Projects [portfolio](#)

PUR Projet is structured around two operational entities:

- PUR Projet, based in Paris, London, Bangkok and Toronto, works with PUR Projet clients to define and manage their insetting programs. The different phases of an insetting program include: impact assessment and supply chains studies, program definition, program coordination in collaboration with client's teams, definition of monitoring frameworks, communication on the projects activities and outcomes, and development of marketing or co-financing strategies to involve final consumers or other partners. PUR Projet manages a portfolio of about 50 insetting programs with a team of 15 programs operators.
- PUR Development, based in Singapore, London, Paris, Bogota, Bangkok, Kunming, Chang Mai and Awasa implements on the ground the projects and supply chain activities constitutive of the programs designed for PUR Projet' clients. The projects developers design and develop the projects' activities in coordination with local teams integrated to the farmers' organisations. PUR Development also runs the PUR Lab initiative, in charge of measuring and valuing all ecosystem, social and economic services provided by the projects. PUR Development manages a portfolio of 40 field projects across the 5 continents with a team of 15 projects coordinators, working with more than 100 field technicians.

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<sup>1</sup> *Insetting is for an organization the approach of fighting climate change within its value chain and to generate multiple positive impacts on soils, water, biodiversity, local communities and society (International Platform for Insetting, September 2016)*

<sup>2</sup> *The stock of renewable and non-renewable natural resources (e.g., plants, animals, air, water, soils, minerals) that combine to yield a flow of benefits to people (adapted from Atkinson and Pearce 1995; Jansson et al. 1994)*

## II. Job Description

PUR Projet is looking for a high-level professional for the position of Senior Programs Manager.

### Responsibilities:

The Senior Programs Manager has the following responsibilities:

- Design, structure, and pilot large-scale inseting programs developed for the clients (objectives, roll-out plans, governance, monitoring framework, reporting tools, deliverables). Prepare the programs' updates, evolutions, and additional proposals in view of major meetings and steering committees with clients.
- Develop inseting proposals aligned with PUR Projet commercial strategy, to develop new programs with new or existing clients.
- The senior programs manager will have direct management responsibilities over several programs managers for the programs she/he operates.
- Coordinate with the other company's teams – PUR Development, PUR Lab, Marketing and Communication, Admin and Finance – to achieve the programs' expected results.
- Contribute to the definition and implementation of the company's strategy, knowledge management taskforce, continuous improvement and business development (especially in UK, North America and South-East Asia).
- Report to PUR Projet steering committee on the achievements of the objectives.
- The Senior Programs Manager will have frequent opportunities to travel to the field projects, either in the framework of the inseting programs she/he manages or for specific supply chain assessments or program design missions.

Responsibilities are similar to the ones of an "Associate Principal" (@McKinsey) / "Principal (@BCG), with direct relationship with the clients, responsibility over resources, a high-level of autonomy and continuous contributions to the company's global overall strategy.

### Profile:

- Graduated from top French engineering or business schools or top international universities
- 5 to 10 year experience in consulting within leading management consulting firms, key account management, business or operations management in reputed companies and/or NGOs.
- Strong desire to commit and dedicate his/her experience and energy to a unique socio-environmental business experience, driven by a strong will to contribute the integration of climate change risks into the world economy
- Attracted by SMB / start-up environment, with the ambition to develop a fast growing international business - "intrapreneurship" spirit
- Dynamic, excellent business and relational skills
- Strong problem-solving capabilities, rigour and formalization. High self-requirement level. Capacity to deliver high-quality services to companies
- Professional fluency in French and English - Spanish and/or an Asian language (Mandarin, Bahasa Indonesia, Thai) would be an asset
- Location: Paris
- Medium to strong mobility: the program manager will travel for meetings with partners but also for regular field trips, either in the framework of the inseting programs she/he manages or for specific supply chain assessments or program design missions.

### III. Recruitment process

All junior candidates are asked to go through the following recruitment process. Senior profiles may go through a more direct process depending on their experience.

#### 1. Step 1: Selection of resume

Please send your resume to [recruitment\\_programs@purprojet.com](mailto:recruitment_programs@purprojet.com)

Please note that a cover letter is not required at this stage.

We usually receive between 50 and 100 resumes for a newly published open position. We will select 10 to 15 profiles to participate in the recruitment process, who will be offered the opportunity to go to step 2.

#### 2. Step 2: Presenting yourself and PUR Projet

##### Guidelines:

You need to present PUR Projet to a potential corporate partner who does not know the company:

- Prepare a short Powerpoint document in English (maximum 10 slides) to support your presentation, respecting PUR Projet graphics charter, available [here](#)

**NB:** *If you use pictures, please do not use the pictures used as examples in the charter*

Prepare a maximum 5-minute video, including:

- A max. 1'30" min presentation of yourself, where you will mention what you would like to bring to PUR Projet's team, in French
- The presentation of PUR Projet supported by the Powerpoint document you will have prepared, in English

##### Logistics:

- Please confirm that you are willing to participate to the recruitment process by sending an email to [recruitment\\_programs@purprojet.com](mailto:recruitment_programs@purprojet.com), mentioning the precise target date for the transmittal of the video and the presentation.
- Put the video on YouTube or equivalent (video status should enable anyone with the link to watch it) and send the link to the video together with the pdf file of the presentation to the address [recruitment\\_programs@purprojet.com](mailto:recruitment_programs@purprojet.com).

##### Note:

After step 2, we generally select 3 to 5 candidates to go to step 3.

### 3. Step 3: meeting with a team leader and supply chain case study

#### Guidelines:

You will be contacted to set up a 1 hour and a half meeting (ideally at the office, but via video call if it is simpler) with one of PUR Projet's team leader. The meeting will cover:

- A conversation about your experience, your profile and your motivation to join PUR Projet
- A presentation of the deliverable you will have prepared one week before the meeting. The case study will usually consist in the assessment of a specific supply chain, from general characteristics and social and environmental risks analysis to insetting projects pre-design concepts.

#### Logistics:

- When confirming the date of step 3 meeting, please send an email to [recruitment\\_programs@purprojet.com](mailto:recruitment_programs@purprojet.com), mentioning the precise target date for the transmittal of the case study deliverable.

#### Note:

- After step 3, we generally select 2 profiles maximum to go to step 4

### 4. Step 4: end of the recruitment process

At this stage, a maximum of 2 candidates are still in the process and an additional meeting is organized with a team leader and one to two team members. Then, a conversation is set up with PUR Projet's founder or Managing Director.

The conditions of the job offer are discussed at steps 3 and 4. After step 4, a formal job offer detailing the proposed conditions is sent to the selected candidate.

## IV. Additional information on PUR Projet

### Key facts

- 40 projects developed and operated in South America, Europe, Asia and Africa
- 8 million trees planted since 2008 and 210 million trees in conservation
- Between 10 and 15 million trees planned for 2015-2020
- Turnover 2016: 7 m€
- 90 clients, among which Nestlé (Nespresso, Nescafé, Vittel, Perrier), Accor, Unilever, Louis Dreyfus, COOP, Chanel, Clarins, Caudalie, Kering
- A team of 30 persons

### Projects portfolio

## AGROFORESTRY

PUR Projet has developed a comprehensive expertise in insetting via agroforestry at landscape level.

Agroforestry is a land use management system in which trees or shrubs are grown around or among crops or pastureland. It combines agricultural and forestry technologies to create more diverse, productive, profitable, healthy, and sustainable land-use systems.



Agroforestry hedgerows model.  
Photo: Yann Arthus-Bertrand



Agroforestry intercropping model.  
Photo: Christian Lamontagne



## V. Pictures

A short selection of pictures is proposed here to get a feeling of the essence of our activities and share the passion that drives us.



Organization of a planting wave in Guatemala



Pierric Jammes, PUR Projet Managing Director, during a workshop with a coffee cooperative in Indonesia



Tristan Lecomte at PwC conference « creating value through the preservation of the ecosystems »



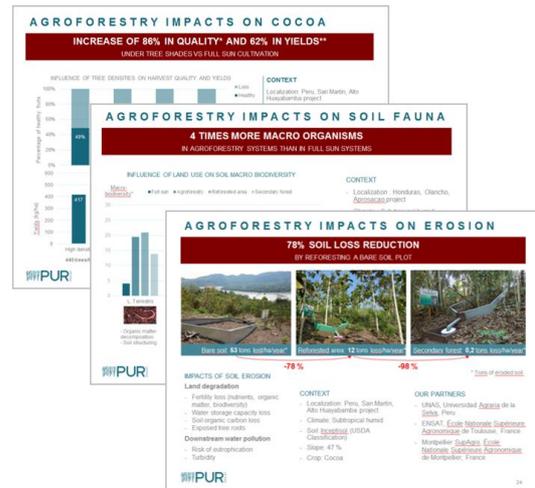
Tristan Lecomte and the Nespresso Sustainability Advisory Board



Khawndao Mahasing, Thailand regional manager during a field visit on one of Thamma Raksa project



PUR Projct stand during COP21 side event



Extracts of [PUR Lab](#) studies results



Cocoa agroforestry farm in the projects in Peru



Nursery logistics during planting wave in Ethiopia



Monitoring activities in Peru



Agroforestry parcel in the project in UK