



Program Manager – Floriculture Sustainability Initiative (FSI)

Location: The Netherlands (hybrid, with the possibility to work one day per week from the IDH office in Utrecht)

Contract: 32–40 hours per week

Do you want to help build a fair and sustainable global floriculture sector?

At the **Floriculture Sustainability Initiative (FSI)**, you'll be at the heart of international efforts to make flower and plant production more sustainable. Together with companies, NGOs, and supply chain partners, you'll help shape a sector where people, planet, and profit are in balance.

FSI is an international platform with over 100 members – ranging from growers and traders to retailers, certification bodies, and NGOs. Roughly two thirds of the global trade in flowers and plants runs through FSI members and the **FSI Basket of Standards**. FSI is widely recognized as a driving force for sustainability in floriculture.

FSI collaborates closely with international partners such as **IDH – The Sustainable Trade Initiative** and other commodity platforms (fruit, vegetables, spices, coffee, cocoa) to accelerate impact across the value chain. Our activities are focussed on **Europe, East Africa, Latin and North America**.

About the role

As **Program Manager** at FSI, you will work directly with the **FSI Executive Officer** to implement the **FSI 2030 Strategy** – an ambitious agenda focused on sustainable production and trade, measurable reductions in environmental impact (such as pesticide use and CO₂ emissions), positive social outcomes, and greater supply chain transparency through data and certification.

You will be responsible for setting up, managing, and coordinating FSI programs and projects, bringing people together and ensuring that results are delivered. You'll also represent FSI towards members and sector stakeholders and act as a key link between strategy and implementation — someone who makes things happen.

What you will do

- Support the Executive Officer with board affairs, member meetings, and agenda preparation.
- Organize projects and programs, monitor progress, identify opportunities and bottlenecks, and ensure that results are achieved and communicated.
- Facilitate working groups with members and stakeholders — proactively leading them from brainstorming to action plans and tangible outcomes.
- Prepare clear presentations and reports, translating insights into strong visuals and messages.



- Strengthen FSI's visibility: from newsletters and member updates to LinkedIn posts and press releases that capture attention.
- Keep an overview, set priorities, and switch smoothly between operational and strategic levels.

Who you are

An energetic, open, and collaborative professional who enjoys both getting things started and seeing them through. You are a connector with a “getting things done” mindset and a natural communicator.

You bring:

- A university (or applied sciences) degree, preferably in sustainability, horticulture, agriculture, or a related field.
- 3–5 years of experience in program or project management, preferably in an international context.
- Excellent communication skills, both spoken and written, in English (Dutch is a plus).
- Experience in stakeholder engagement and facilitating working groups.
- Proficiency with PowerPoint, Excel, and project management tools.
- A proactive, independent, and results-driven attitude.

What we offer

- A dynamic position with international exposure and real social impact.
- A small, close-knit team with short communication lines and plenty of room for initiative.
- Collaboration with IDH and other sustainable trade sector initiatives and platforms.
- Hybrid working options (from home, at IDH in Utrecht, or occasionally on-site with members).
- A competitive salary and good employment conditions.

Interested?

We'd love to hear from you!

Please send your **motivated application and CV** by **11 December** to office@fsi2025.com. Tell us why you are the right person to make a difference within FSI and how you would contribute to a more sustainable future for flowers and plants.