

# General Director (m/f/x)

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*Full-time*

## Background

Trias is an international non-governmental organisation (NGO) operating in 17 countries across Asia, Latin America and Africa. Today, Trias supports 90 business organisations representing 7.4 million family entrepreneurs. Through strengthening inclusive entrepreneurship, democratic governance and sound financial management, Trias ensures sustainable impact and long-term relevance.

Trias Brussels acts as the global support and governance hub for its regional offices.

In a rapidly evolving development landscape, Trias seeks to reinforce its strategic leadership capacity to ensure long-term sustainability, positioning and impact at global level.

## What does the job entail?

### Description

The General Director provides overall strategic, external and statutory leadership to Trias. He/she is responsible for defining and safeguarding the long-term direction of the organisation, ensuring coherence between vision, strategy and operations.

The role demands a strong strategic outlook and the ability to anticipate global developments, position Trias in a changing donor and policy environment, and translate long-term vision into organisational choices.

The General Director represents Trias at the highest level, reports to the Board, and leads the Management Team, including Regional Directors and Brussels Office.

### Objective

The General Director ensures that Trias remains relevant, sustainable and impactful by defining and steering its long-term strategy, safeguarding financial viability, ensuring strong governance and positioning the organisation as a credible international development actor.

### Responsibilities

- Define, steward and continuously refine Trias' long-term organisational strategy and positioning.
- Ensure strategic coherence across regions and programmes, focusing on long-term impact and sustainability.
- Anticipate and translate global trends (development cooperation, funding, geopolitics) into strategic choices.
- Lead high-level representation, partnerships and donor relations.

- Ensure strong governance, Board relations and statutory accountability.
- Lead and align the Management Team, including Regional Directors.
- Safeguard financial sustainability and organisational resilience.
- Drive organisational transformation and innovation when required.

## Who are we looking for?

### Characteristics

- Strong strategic thinker with a proven ability to develop long-term vision.
- Ability to operate at systemic and global level.
- Inspirational leader capable of aligning senior stakeholders.
- Excellent communicator and high-level negotiator.
- Resilient and decisive in complex environments.
- High integrity and strong governance awareness.

### Qualifications

- Master's degree or equivalent in a relevant field.
- Minimum 8 years of senior management experience at strategic level.
- Strong experience in international development or related sectors.
- Proven track record in strategy development and organisational leadership.
- Experience working with Boards and governance structures.
- Fluency in English is a must; good working knowledge of French and/or Spanish is a major asset; knowledge of Dutch is an additional asset.

## What can we offer you?

- A unique opportunity to lead and shape the long-term direction of an international NGO with roots in Flanders, Belgium.
- A strategic role with high impact on organisational positioning, sustainability and global partnerships, within a dynamic and committed international team.
- A competitive salary and fringe benefits, in line with Trias's salary policy (cat. 8).
- A hybrid position: time is divided between an inclusive workplace in Trias' offices in Brussels, Belgium, and teleworking.

## Are you interested?

The procedure consists of the following steps:

- all candidates: send cv and cover letter in English including minimum 2 references to [jobs@trias.ngo](mailto:jobs@trias.ngo) **before 24 August 2026**;
- selected candidates: online interview with a selection committee composed of members of Trias' Board of Directors and the Trias BO HR coordinator (September);
- final candidates: online assessment centre (AC) by an external HR partner (September);
- candidates receiving AC positive advice or positive advice with conditions: possible second interview with selection committee (September);
- start: 1 January 2027 or sooner.

The timing of the procedure depends on the availability of those involved.

For further inquiries regarding this position, please contact Stefan Wellens, HR Coordinator ([stefan.wellens@trias.ngo](mailto:stefan.wellens@trias.ngo)).

### **Inclusion, diversity and equal opportunities**

At Trias, we strive to provide a safe and open working environment where everyone can express their thoughts and beliefs without fear of discrimination. Our commitment to social justice means that we do not tolerate any form of racism, sexism, violence or other forms of intolerance. We value individuals based on their abilities and personality, regardless of their gender, sexual orientation, age, religion, race, dress code or disability.

We offer reasonable adjustments, including a mentoring scheme for new arrivals and facilities accessible to people with disabilities, to ensure that everyone can participate in the application process and carry out their duties at work to the best of their ability.