



MDF
EMPOWERING PEOPLE.
CREATING IMPACT

VACANCY

DIRECTOR

MDF Training & Consultancy
Netherlands

Ede, The Netherlands
Full-time

Are you a strategic, entrepreneurial and people-oriented leader with a strong track record in impact-oriented consultancy? Do you want to lead a respected organisation with an experienced team, an inspiring project portfolio, a solid client base, and the ambition to grow its position in the Netherlands and Europe? Are you able to combine commercial drive with internal connection, trust-building and long-term client relationships? Then this could be your next step.

MDF Training & Consultancy is looking for a Director for its Dutch office: a leader who sees opportunities in a changing market, knows how to connect people, strategy, client relationships and business development, and is motivated to help shape the future of an organisation with clear societal relevance.

As Director, you will join a warm, professional and energetic consultancy organisation. One that can truly benefit from your leadership and focus. You step into a role with real responsibility and real room to build. Strengthening commercial performance, guiding organisational development, and positioning MDF T&C for its next phase of growth and impact.

About MDF

MDF is a global training and consultancy organisation with over 40 years of experience specialising in learning, advisory services, organisational & institutional development, and results-based monitoring, evaluation & learning. The Sustainable Development Goals (SDGs) serve as a key orientation point for our work.



Our team of trainers and consultants work for national and local governments, multilateral institutions, NGOs, foundations, and other mission-driven organisations across Europe, Africa, and Asia. Through close collaboration with our sister companies across Africa and Asia, we combine global expertise with strong local delivery and contextual understanding.

In our network of MDF offices, the Dutch office remains a critical pillar, leveraging cross-office collaboration, contributing to shared methodologies and quality standards, and strengthening the organisation's collective capacity to deliver complex, multi-country assignments.

As the traditional international development portfolio is gradually shifting, and new opportunities are emerging in the Dutch market, European institutional partnerships and impact-related services, MDF T&C in The Netherlands is entering a new phase of renewed ambition, strategic market repositioning, and growth. The priority for the coming years is clear: consolidate the current portfolio, and build targeted growth in the Netherlands and Europe, in areas where MDF T&C has a strong and credible position. In the first 12–18 months, key priorities will include strengthening commercial performance, reinforcing internal collaboration and trust, sharpening strategic focus, and positioning MDF T&C for its next phase of growth and impact. The new Director will lead this next chapter and beyond.

Your role

As Director of MDF T&C in The Netherlands, you have overall responsibility for the office's strategic direction, commercial performance, organisational leadership, culture, and quality of service delivery. You are the face of MDF T&C in the Dutch and European market and a key relationship-builder for clients and partners. The role combines strategic leadership, commercial acumen, organisational stewardship, transparent governance and people management.

You work in close collaboration with the MDF T&C Management Team and report to the MDF Global Management Team. The position is based at our office in Ede, The Netherlands.

Key responsibilities

Strategy & direction

- Translate MDF's broader strategy into a commercially realistic, market-relevant office-level agenda.
- Lead strategy implementation, set priorities, and ensure coherence across teams and portfolios.
- Steer the development of annual plans and budgets.
- Report quarterly to MDF Global MT and MDF T&C staff on progress. Ensure annual reporting.



Commercial performance & growth

- Oversee acquisition strategy, bid selectivity, pipeline management, and partner selection, ensuring effort is aligned with win probability, strategic relevance, and internal capacity.
- Steer financial performance: fee income, project margins, cost discipline, and sustained profitability.
- Drive MDF T&C's growth in the Dutch (including Dutch language positioning) and European market, particularly in impact-related services: Theory of Change, planning, monitoring, evaluation and learning, organisational development, and work that connects systems change with human action and development.

Partnerships & profile

- Actively seek and initiate collaboration with other MDF offices in acquisition, implementation, learning and knowledge sharing (e.g. through regular company-wide meetings and annual directors meetings).
- Manage relations with clients and partners, building and maintaining strategic relationships. This includes building and maintaining a network of municipalities, provinces, water boards, foundations, NGOs, humanitarian actors, consultancies, and institutional partners in the Netherlands and Europe.
- Represent MDF T&C at conferences, events, and platforms relevant to Dutch and European business development.

Organisational leadership

- Act as the legal representative of MDF T&C, including formal approval and signing of assignment and supplier/external service contracts.
- Lead and develop the Management Team, Finance & Administration, and one of the Trainer & Consultant teams.
- Ensure the office has the right capabilities, culture, and structure to deliver on its strategic priorities, and actively foster a culture of learning, collaboration, entrepreneurship, professional growth, open communication and connection between teams.
- Oversee HR processes including hiring, performance management, succession planning, and staff development.
- Ensure engagement and consultation with the personnel representative body (*PVT*).
- Ensure sound compliance and governance systems processes and controls are in place, while promoting transparency in decision-making and communication about MDF T&C's future positioning within the wider MDF network.

- Serve as the primary liaison between MDF T&C and the Global Management Team, representing local priorities and staff perspectives, while ensuring that group decisions are translated into coherent local action and clear communication within the office.
- Oversee business operations, including Finance, Marketing & Communication, Quality Assurance & Client Satisfaction, and ICT support.

Consultancy

- Engagement in training or advisory work in the role of trainer, consultant, team lead, expert or project manager. This is secondary to the director role and limited to maximum 15% of the total working days per month.

Your profile

You are a social, consultative and credible leader who combines strategic thinking with a strong sense of business reality. You are comfortable operating in a changing environment and able to guide an organisation through repositioning and growth.

Experience & expertise

- A relevant master's degree.
- At least 10 years of experience in social impact-oriented consultancy in international contexts (private, public, and/or non-profit sectors).
- At least 7 years in a senior leadership or management team position managing larger teams (>15fte).
- Demonstrable expertise in impact-related services: Theory of Change, monitoring, evaluation, learning, and/or organisational development.
- Proven track record in change management and business development.
- Strong financial competency: strong ability to analyse and adequately respond to performance trends, margins, forecasting, and business risk.
- Established network in the Dutch and/or international development and social impact sector.
- A keen eye for collaboration opportunities and the ability to build and strengthen strategic partnerships.
- Strong awareness of relevant market trends, emerging developments and innovations.
- Fluent in Dutch and English, both written and spoken. Fluency in French and/or other languages is an advantage.

Leadership style & mindset

- Entrepreneurial and future-focused, with a clear sense of market opportunity.
- Collaborative and empowering leader who is also decisive when it matters.
- Calm, consistent, and analytical, able to combine strategic judgement with hands-on pragmatism.
- Builds internal trust, external credibility and strong client confidence.

What we offer

- Challenging and meaningful work with clear societal impact.
- A professional, international working environment with experienced trainers and consultants.
- Room for strategic leadership, organisational influence and co-shaping MDF's vision on impact-driven work.
- Good facilities for working from home, including a laptop and home-working budget.
- 30 days of annual leave (based on full-time employment).
- Gross salary range based on a full-time (40hrs/wk) contract: Eur 6200 - 7800, commensurate with seniority and experience. An annual bonus arrangement based on profitability targets.
- Secondary benefits include a pension scheme, commuting cost reimbursement.

Interested?

MDF Training & Consultancy is committed to equal opportunities and welcomes applications from all qualified candidates regardless of background.

If interested, please send your CV and a motivation letter (Word or PDF) to mdf@mdf.nl by Monday, 1 June 2026. In your motivation letter, please briefly address your experience as a leader in impact-oriented consultancy, your approach to people and culture, and your vision for the kind of leadership MDF T&C needs considering market developments and trends.

Please state "Vacancy Director MDF T&C" in the subject line of your email.

First-round interviews are expected to take place between 3 and 11 June 2026.

An assessment is part of the selection procedure. Only shortlisted candidates will be contacted.

Please note: we can only consider candidates who are authorised to work in the Netherlands and are resident in the Netherlands.