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| **SAVE THE CHILDREN INTERNATIONAL ROLE PROFILE** | A black background with a black square  Description automatically generated with medium confidence |
| Position Title:  | Regional Director, Asia |
| Position ID: | 800623675 |

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| **Team** | International Programmes | **Grade** | M6 |
| **Reports To**  | Chief Operating Officer | **Contract Length** | Permanent |
| **Location [Physically based in]** | Bangkok  | **Time-zone [the time-zone that the role holder must be available to work in]** | Asia |
| **Language(s)** | English | **Positions available** | 1 |

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| **Team and Job Purpose** |
| To lead Country Offices in the Asia region in delivering Save the Children’s Global strategy through high-quality programmes and advocacy for children's rights, ensuring compliance with member and donor expectations and applicable frameworks. This role exists to build capacity, mentor, and hold Country Directors accountable for impactful and efficient operations while fostering a safe and inclusive environment. The Director will also drive innovation and knowledge sharing to support Save the Children’s mission and goals across the region. |

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| **Principal Accountabilities** |
| * Provide strategic leadership towards Save the Children’s Global Strategy and delivery of transformative programming in Asia, ensuring alignment with Save the Children's mandate, strategy, and theory of change
* Support Country Directors in converting their Country Visioning work into a roadmap that looks to develop a sustainable operating model that articulates our localization agenda
* Manage the performance of Country Directors, fostering a culture of accountability and continuous improvement to achieve impactful results
* Drive a culture of evidence and impact, risk management, and compliance across country offices in the region, ensuring accountability and support for Save the Children's values
* Represent the voice of the region in Global Teams and Senior Leadership Team meetings, advocating for the unique needs and priorities of the Asia region. Foster effective collaboration between country & national offices and members
* Act as a spokesperson and proactively advocate on children's rights in all contexts at regional engagements and forums, actively promoting Save the Children's mission and values
* Actively cultivate strategic partnerships and relationships (alliances, partnerships, donors) in support of our Impact and Evidence agenda and that strengthen Save the Children’s vision and mission
* Support crisis management efforts within the region, chairing CMTs when required and leading efforts between country offices and global teams to ensure effective and timely responses
* Manage and support regional programmes (as required), ensuring they are delivered on time, within budget, and in full compliance with organisational standards and policies.
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| **Budget** |
| USD $280 million regional portfolio |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 12 direct reports (10 CDs and 2 regional staff)Manager of a team: YesTeam Manager (manager of multiple teams): Yes |

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| **Size of Remit** |
| Multiple Countries |

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| **Travel Requirements** |
| International travel required: YesPercentage of required for travel: Up to 20% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)* Global Teams & business partners
* Member CEO and Global Programme Directors
* SLT
* CO SMTs

**External*** Local and international partners
* Country governments and regional bodies
* Donors and International institutions
* UN agencies, Red Cross and other INGOs
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| **Competencies**  |
| **Cluster** | **Competency** | **Level** | **Behavioural indicator** |
| Leading | Delivering Results | Leading Edge | Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved |
| Thinking | Problem solving and decision making) | Leading Edge | Provides a strategic framework to support decision-making across the organisation |
|  | Strategic thinking | Leading Edge | Shapes strategic direction that takes account of present constraints as well as future opportunities |
|  | Innovating and adapting | Leading Edge | Drives innovation and breakthrough solutions to improve outcomes for children |
| Engaging | Developing self and others | Leading Edge | Continuously builds capability to address future challenges and opportunities; supports others in identifying their skill needs and development aspirations, and coaches and mentors them in their development |
|  | Networking | Leading Edge | Aligns and builds networks and alliances to reflect global shifts and opportunities |

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| **Experience and Skills** |
| **Essential**1. **Senior Leadership in Complex Programmes:** Considerable experience in senior leadership roles within large and complex country or regional programs, including significant senior field experience in both development and humanitarian response in highly insecure environments.
2. **Leading Crisis Management Teams** related to staff safety and security, safeguarding of children and communities, volatility and business continuity. Substantial experience operating within rapidly changing political environments or other unstable settings. Demonstrates resilience and adaptability in challenging contexts.
3. **Leadership, Team Management and Mentoring:** Proven background in building, leading, inspiring and developing large teams of senior staff with diverse backgrounds, fostering an environment conducive to professional growth and high performance. Proficient in building and developing relationships within a team and advocating for an inclusive workplace that values each member's unique contribution.
4. **Networking and Opportunity Acquisition:** Proven ability to build personal networks at senior levels, resulting in securing significant new opportunities for the organization.
5. **Policy Influence, Partnerships and Advocacy:** Extensive expertise in representation, advocacy and negotiation with governments in the region, donors, and international bodies, aimed at influencing children’s policies and establishing robust partnerships with Save the Children.
6. **Commitment and Values:** Demonstrates a strong commitment to the values of Save the Children, including accountability, ambition, collaboration, creativity, and integrity.
7. **Diversity, Equity, and Inclusion:** Demonstrates awareness and sensitivity to cultural diversity, ensuring actions and language are respectful and inclusive. Committed to ongoing learning and development in this area. Experience in promoting and integrating diversity, equity, and inclusion in the workplace, ensuring a supportive and respectful environment for all team members.
8. **Strategic Thinking and Problem-Solving:** Ability to set ambitious and challenging goals, coupled with a future-oriented, strategic, and global perspective. Expertise in solving complex issues through detailed analysis, defining a clear path forward, and ensuring commitment from stakeholders.
9. **Operational and Financial Acumen:** Strong understanding of program, financial, and operational management processes. Proven capacity to oversee large and complex budgets and ensure financial sustainability.
10. Exceptional oral and written communication skills in **English.**
11. Knowledge of the region is **essential**.

**Desirable*** Proficiency in other languages is a significant advantage.
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| **Education and Qualifications** |
| **Essential*** Bachelor’s degree in International Development, Social Sciences, Public Health, Public Policy, Business Administration, or related field

**Desirable*** Master’s degree or higher in relevant fields.
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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse. Level 3:  the post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. |

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| **Diversity, Equity and Inclusion and Equal Opportunities**  |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.   We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.  Reasonable adjustments will be made should any candidate invited to interview require this.     |

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| **Additional job responsibilities**  |
| The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.  |

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| **Version Control and Approval** |
| Version | Date | Author | Reviewer | Approver |
| 1 | 10/12/2024 | Dean Chan  | Regional Directors | Gabriella Waaijman |