

Terms of Reference: Country Manager - Thailand

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| Location | Bangkok, Thailand |
| Duration | 2 years with the possibility of extension |
| Position Status | National position |
| Supervisor / Manager | Deputy Team Leader |
| Performance Management and Reporting Framework | ASEAN-ACT Remuneration Framework for national positions |
| Deadline for application: | 1 September 2024 |

About the Role

The Country Manager – Thailand is a senior leadership position and the main liaison point between the program and senior Thai stakeholders with a role in countering trafficking. This position will provide high level representation at the country level in meetings and consultations, providing strategic advice to wide-ranging regional and national partners, including government and non-government. This includes support to progress a flagship bilateral initiative the [Counter Trafficking in Persons Centre of Excellence](#) – the first training facility in the region with a dedicated focus on countering trafficking in persons.

The Country Manager – Thailand will work collaboratively with the Leadership Team and Operations Team to provide a combination of programmatic, managerial, technical and operational expertise to enable planning and implementation of national level ASEAN-ACT workplan activities. The Country Manager will also serve as the main liaison point between the program and senior national stakeholders with a role in countering trafficking. This position has overall responsibility for the management of country activities, leading and managing the country team with adept planning, budgeting, monitoring, GEDSI and reporting.

The role is best suited to a highly motivated and collaborative individual who is interested in a dynamic regional and multi-country program, with national projects geared towards strengthening governance and influencing policy change. We are looking for an individual with a passion for delivering positive change, responsive to the needs of our donor and partner government, and with an understanding of international development.



About the program

ASEAN–Australia Counter Trafficking ([ASEAN-ACT](#)) continues Australia’s long-running collaboration with ASEAN and its Member States to end human trafficking in the region. The program is a 10-year investment (2018 to 2028) principally working to strengthen the justice sector response to trafficking in persons, while advancing the rights of victims. The program has established partnerships with government agencies, civil society, and business. We engage with all 10 ASEAN Member States in some capacity and have national-level programming in Cambodia, Lao PDR, the Philippines, Thailand, and Vietnam. We are establishing programming in Indonesia, and it is currently on hold in Myanmar.

ASEAN-ACT supports ASEAN Member States to integrate gender equality, disability and social inclusion (GEDSI) and protect the rights of victims of trafficking. The program has developed GEDSI and victim rights strategies to provide a conceptual framework and practical implementation approach to analyse and respond to GEDSI and victim rights challenges in countering trafficking. As a core component of the program, specific projects and activities to advance GEDSI and victim rights have been designed and are being implemented in collaboration with ASEAN-ACT’s partners and stakeholders.

Program outcomes

The overarching goal that ASEAN-ACT will contribute to is that ASEAN Member States have effective justice systems that provide just punishment of traffickers and protect the rights of victims.

Three end-of-program outcomes together contribute to the achievement of this goal by 2028:

1. ASEAN’s planning, monitoring and reporting of ACTIP implementation is increasingly effective, advances GEDSI and upholds victim rights.
2. ASEAN Member States are increasingly capable of implementing their ACTIP obligations, particularly those that advance GEDSI and uphold victim rights.
3. ASEAN and member states’ policies and practices are inclusive, influenced by relevant stakeholders and aligned with the ACTIP.

Specific Duties

Partnerships and Relationship Management

- Develop and maintain strong networks and working relationships with all government and non-government stakeholders, including national program steering committee members (Thai government agencies with a role in countering trafficking) based on mutual accountability and respect.
- High-level representation with government partners, civil society, private sector, international organisations and Australian Government representatives in meetings, dialogues and committees in the area of trafficking in persons.
- Provide strategic and technical advice to counterparts based on program results and developments relating to counter trafficking , and rights-based approaches; apply advanced advocacy and negotiation techniques to influence government partners to adopt more progressive approaches to developing the capacity of government officials in trafficking in persons responses.

Project Management

- Co-Lead the project AA1: Enhancing collaboration within and across sectors with the Project Co-Lead Roles and Responsibilities document, supporting the Project Lead in planning and

implementation to ensure that the project contributes to achievement of the identified program outcomes.

- Serve as Activity Lead to all assigned activities and tasks as identified in project plan in accordance with the Activity Lead Roles and Responsibilities document with support from Country Team.
- Oversee management and coordination of country-level activities and tasks, applying a flexible and adaptive approach to identify openings and opportunities to improve program effectiveness in line with the end-of-program outcomes.
- Review and contribute to studies and analysis conducted under ASEAN-ACT and identify approaches to advocate and implement recommendations from ASEAN-ACT's research.
- Contribute to technical advice for the donor (Australian Department of Foreign Affairs and Trade) as requested on emerging TIP issues.
- Manage and/or work with consultants delivering technical inputs, ensuring quality and value for money.

Organisational and Operational Management

- Empower and support the ASEAN-ACT country team on program, financial, administrative, GEDSI and reporting functions.
- With the Deputy Team Leader and Operations Manager, manage risks and contextual changes that may impact the program, respond to incidents (e.g. security, safety, fraud, reputational, etc).

People and culture

- Manage and support the country staff to contribute to delivering activities under the five projects (AA1-AA4, AA9), ensure that staff feel respected, valued, supported, and empowered, and they are able to practice a healthy work/life balance and are given opportunities to develop their professional capacities.
- Champion victim rights and GEDSI across all project activities and promote culturally sensitive and respectful communications.
- Foster a culture that promotes learning, sharing of ideas, professional development and analytical thinking.
- Demonstrate and champion compliance with DT Global's policies and procedures.
- Any other duties, including supervisory responsibility, as requested by the Deputy Team Leader.

Selection Criteria

Qualifications

- Postgraduate degree or similar experience in development, public policy and organisational leadership, with at least 5 years' management level experience in governance or public policy programming.
- Demonstrated leadership and management skills, including the ability to provide timely and reliable advice to program managers and counterparts.

Essential Experience, Knowledge and Skills

- Demonstrated representational, relationship building and negotiation skills, experience in applying political acumen, and communicating with influence across government and public service, private sector and civil society sectors; promoting collaboration and collective action.
- Established networks with relevant partners in the justice sector, civil society, private sector or government.
- Deep understanding of the cultural and political context in Thailand and how to navigate these dynamics for effective governance programming.
- Ability to apply innovative and critical thinking in addressing complex issues/challenges, including working with a range of influencing mechanisms and platforms.

- Understanding of human rights and rights-based approaches in development.

Desirable

- Knowledge of development principles and approaches, including developing the skills and capacity of counterparts; monitoring, evaluation and learning; and mainstreaming of gender equality, disability and social inclusion. Understanding of Australian or other bilateral government funded programs preferred.
- Familiarity with the local and regional context in relation to human trafficking, including national legislation and the roles of the justice sector, civil society, private sector and allied government institutions preferred.

How to Apply

Interested applicants must submit:

- A curriculum vitae detailing experience relevant to the role
- A maximum 2-page response to the selection criteria
- The names and contact details of three professional referees
- Current or expected salary

Applicants should clearly indicate **'Country Manager - Thailand'** in your email title and submit to **recruitment@aseanact.org**.

ASEAN-ACT is committed to achieving workplace diversity in terms of gender, nationality, and culture. Individual from minority groups, indigenous groups, people with a disability, women and ASEAN nationals are strongly encouraged to apply.

All applications will be treated with the strictest confidence.

Due to the expected volume of applications, only candidates under positive consideration will be notified.

Other Information

Amendments to the position's terms of reference may be made during the period of the engagement as required.

DT Global Asia Pacific Pty Ltd is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global Asia Pacific Pty Ltd prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

Our organisation is committed to child protection and safeguarding the welfare of children in the delivery of our international development programs. Recruitment and selection procedures reflect this commitment. We are committed to safety and the prevention of sexual abuse and harassment, child protection and bribery prevention.

We want to engage with the right people to deliver our client programs. As part of our approach you will be subjected to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All our staff receive safety, compliance and safeguards training and are responsible for contributing to a safer working culture.

About DT Global

[DT Global](#) is an international development managing contractor, working across a wide range of sectors and technical areas in over 90 countries around the world. DT Global launched in 2019, bringing together AECOM International Development's Services Sector and Development Transformations along with their legacy companies. The DT Global family has since expanded further with the acquisition of IMC Worldwide in March 2022 and Cardno International Development in July 2022. Together, we bring with us over 60 years of experience, relationships, and technical excellence to better transform lives around the world on behalf of partners, clients and stakeholders.

