



LIFT International is a faith based organisation that works to strengthen justice systems, support survivors, and hold perpetrators accountable for crimes of human trafficking, modern slavery and sexual exploitation. Our work focuses on identifying and assisting victims and survivors of these serious crimes and prevention through prosecution.

LIFT International partners with governments, local organisations, law enforcement, and international agencies to increase transparency and hold perpetrators accountable. We are lawyers, criminal investigators, and social workers all united by our desire to be strategic and focused on long-term impacts.

We believe in prevention through prosecution and our partnership. We work to disrupt organised crime, secure fair sentences, and put traffickers out of business because we know justice is a powerful deterrent. We advocate for victims and survivors of sexual exploitation to protect their rights and increase their access to justice.

LIFT International is a project of The Family Connection Foundation (FCF) registered in Thailand. The LIFT Country Director will act as the FCF Project Director, liaising with the Project Advisory Group of FCF.

Through a strategic partnership with Hagar International, LIFT is part of a global network working on trafficking and abuse issues across the Asia and Pacific Region. The LIFT Thailand Country Director is a member of Hagar International's Global Executive team.

LIFT International is currently seeking a qualified candidate to lead our work in Thailand.

Position:	Country Director
Location:	Chiang Mai, Thailand
Report to:	Global Programs Lead/CEO
Contract length:	Two years contract, with intent to renew
Salary:	Competitive remuneration package
Job type:	Full time
Work arrangement:	In-person
Starting date:	As soon as possible
Condition:	This position is opened for Thai nationals only

Job Purpose:

As a member of the Global Executive team and reporting to Global Programs Director of Hagar and to the Executive Director of FCF, the Country Director will lead the team, programme, and oversee the day to day work of LIFT International in Thailand. Within the framework of LIFT International's strategic plan, annual operating plan, approved budget, and LIFT's policies and other guidance provided. The Country Director will lead the development and implementation of high quality, innovative, well-targeted and focussed programmes in Thailand to support of Law Enforcement and the Judiciary as they address the human trafficking issue as well as to meet the needs of survivors of human trafficking, Modern Slavery and Sexual Abuse.

Key Responsibilities:

Program development

- Oversee the delivery of existing services, and lead the development, implementation and evaluation of new quality services and programs that reflect LIFT International's values, goals and strategic objectives
- Ensure programs supporting Law Enforcement uphold effective, professional and safe practises, utilising the skills and experience of internal and external experts within the justice sector
- Ensure programs supporting survivors promote safety and recovery through trauma-informed practice that supports the needs of survivors of sexual abuse and exploitation
- Regularly review the program portfolio, ensuring that resources are being used to deliver on LIFT's mission and focus

Planning and Reporting

- In consultation with Hagar Global Programs Director, the Board of LIFT and FCF, develop the strategic direction for the work of LIFT International in Thailand, ensuring consistency with LIFT International goals, values and strategic objectives
- Evaluate and report against strategic and operational plans
- Ensure effective and consistent use of CMRS system including both activity and KPIs reporting is to a high standard
- Identify implications for LIFT International arising out of national and local issues and activities
- Provide timely advice to relevant stakeholders to anticipate and respond to change
- Lead LIFT Thailand's strategic planning and programme design
- Oversee the timely and high-quality reporting to all donors, supporters, and stakeholders

Leadership

- Provide consistent, empowering, clear leadership to the LIFT Thailand Executive Management Team(EMT), ensuring EMT decision-making is inclusive and collaborative
- Support the entire LIFT Thailand team, modelling a high-performance culture

- Create an environment that promotes quality service delivery, high quality and professional services to Law Enforcement and a commitment to trauma-informed practice and safety
- Develop, drive and build a strong and capable team culture and ensure accountability through appropriate performance management
- Ensure the effective coordination of work across all programs
- Ensure employees receive an effective induction and ongoing training to maintain a high level of Occupational Health and Safety awareness and consistency of practice
- Ensure all required Codes of Conduct, Safeguarding, and Child protection policies are followed in LIFT International, including all requisite training
- Model a high standard of professionalism and integrity

Management

- In conjunction with the International Operations Advisor, ensure appropriate security policies and procedures are in place, and are regularly monitored, and that all staff have received appropriate training and support
- Develop annual budgets and closely monitor financial outcomes to ensure programme objectives are achieved within available resources, budgets are adhered to, and necessary changes to expenditure are made in a timely manner
- Ensure performance and agreed income targets are achieved
- Seek approval from Global Programs Director for appointments/terminations of EMT positions
- Ensure compliance with LIFT International reporting requirements, policies and procedures, statutory regulations, contractual obligations and funding requirements

Relationships

- Foster and develop collaborative and productive relationships across the Organisations
- Build and maintain effective working relationships with external stakeholders, including relevant agencies and authorities, and current and potential donors
- Represent LIFT as an international organisation committed to the provision of high quality and professional services to Law Enforcement, trauma informed and value-driven care and support to survivors of sexual abuse and exploitation, and advocating for systemic change and strengthening of response to human rights abuses, in particular in relation to human trafficking and child sexual abuse

Resource Mobilisation

- Lead the development of revenue generation strategies and activities, including developing tenders and proposals
- Identify and oversee opportunities for supporters, volunteers, and interns to contribute towards LIFT's mission
- Strategically plan for the effective and efficient use of resources, to strengthen LIFT's impact
- Adhere to LIFT International's and FCF's finance policies and budget guidelines
- Take responsibility for ensuring funding gaps in project and program planning are communicated, understood in advance, and measures are taken to rectify

- Participate in the development of innovative program design and documentation that positions LIFT for the timely submission of quality proposals to donors

Qualifications & Experience:

- Relevant tertiary qualifications and evidence of senior level experience in international development, social work, public policy or a related discipline
- Strong understanding alignment and commitment to LIFT and Hagar International's objectives, values and priorities, including understanding and agreeing to the Christian foundations upon which both organisations are based
- Proven success in strategy development, quality of policy frameworks, implementation, and execution that delivers service growth, improved performance outcomes, and effective resource mobilisation
- Demonstrated ability to lead, motivate, and develop high-functioning teams and partnership focused on achieving outcomes
- Comprehensive knowledge of Modern Slavery issues, social policy, and the quality standards underpinning LIFT's work (Preferred: experience in prosecution-based prevention strategies)
- Excellent organisational management, analytical, and problem-solving skills, with the capacity to manage multiple priorities, and deliver creative solutions
- Strong engagement, relationships-building, and communication skills, with proven ability to collaborate, negotiate, and represent the organisation effectively in diverse contexts and stakeholders
- Demonstrated high level organisational skills and the proven capacity to deliver on multiple and varied projects
- Evidence of strong consultation, communication and interpersonal skills, with a demonstrated capacity to work collaboratively with others, negotiate and exercise influence in a diverse range of contexts
- Demonstrated experience of effective budget preparation, forecasting and financial management
- Fluent in Thai and have a strong written and verbal command of the English language

How to apply:

Please submit your application document consists of:

- A covering letter, no more than 2 pages
- An updated English curriculum vitae (CV)
- Three referees, including your most recent employer

Please send by email to cv@liftinternational.org within 17 November 2024.

LIFT International is an equal opportunities employer.