



Job Description: Country Director – Thailand

Position Title: Country Director

Location: Bangkok, Thailand

Organization: The Exodus Road Thailand Foundation

Direct Supervisor: VP of Global Programs

Technical Support and Oversight: Thai Board of Directors

Position Summary

The Exodus Road envisions a world where humans are never bought, sold, or exploited. We disrupt the darkness of modern-day slavery by partnering with law enforcement to fight human trafficking, equipping communities to protect the vulnerable, and empowering survivors as they walk into freedom.

The Country Director (CD) is a critical role responsible for guiding, operationalizing and managing The Exodus Road's work in Thailand representing The Exodus Road to key stakeholders; providing leadership in the development and implementation of the country strategy and programs; overseeing operations, including the direct supervision of country management staff; overseeing preparation, implementation and monitoring of budgets, maintaining compliance with government regulations and organizational registrations, and good financial management practices. This leader is able to identify and pursue funding opportunities and networks with donors.

Key Responsibilities

Program Implementation and Oversight

Implement and oversee TER Thailand's three core program areas:

1. Law enforcement support
 2. Prevention education and awareness building
 3. Holistic aftercare services
- Direct the activities of the Thailand office, ensuring alignment with both the Thai Board's requirements and TER's Global Minimum Standards.
 - Support the Aftercare Manager in maintaining a trauma-informed environment at Freedom Home, including the implementation of programs that build life skills and economic resilience for survivors.
 - Provide consultation on developing impactful curriculum for a national prevention education program covering issues relevant to human trafficking and exploitation.

- Supervise the activities of the investigation team to ensure compliance with the Global Investigations Manual and support the organizational goal of maximizing investigative impact.
- Maintain relationships with law enforcement, government agencies and officials to ensure successful operations and ongoing collaboration
- Oversee the collection and analysis of impact data, ensuring case reports and survivor milestones are accurately documented.
- Coordinate internal reporting cycles and contribute to impact documentation and learning initiatives in a timely manner.

Strategic and Organizational Leadership

- Operationalize the Strategic Plan, ensuring that administrative, compliance, and partnership components are implemented effectively.
- Act as an official representative for the Country Office, providing leadership continuity and program staff supervision.
- Strengthen organizational systems and internal processes to promote accountability, efficiency, and cross-team collaboration. Execute annual planning, reporting, and strategic reviews aligned with TER's Global Strategy.

Team Leadership and Human Resources

- Supervise, develop and mentor the local team of investigators, social workers, and administrative staff, fostering a culture of cohesion and professional growth.
- Recruit, vet and hire new local staff as approved and ensure all team members receive ongoing training in trauma-informed care, safety, standards and ethics.
- Help maintain rigorous security protocols for field operatives and aftercare staff, conducting regular risk assessments in high-risk environments.

Strategic Partnerships and Representation

- Lead partnership development and relationship management among key law enforcement agencies, government authorities, the private sector, and other NGOs
- Maintain strong rapport with Thai law enforcement and relevant government ministries.
- Represent TER at regional-level NGO forums and working groups to coordinate anti-trafficking efforts and survivor referrals.
- Assist in hosting international donors and U.S. colleagues, providing on-the-ground insights into program successes and challenges.

Finance and Resource Management

- Develop organizational budgets, and oversee their effective and ethical implementation.
- Review monthly finance reports, prepare budget requests and approve funds transfers in a timely manner.
- Complete financial reporting to donors, headquarters, the Board of Directors, and government agencies as required.
- Contribute to the development of grant proposals and reports and ensure adherence to donor compliance requirements.

- Proactively ensure the organization maintains all necessary registrations, work permits, and legal standing required to operate as an NGO in Thailand.

Communications

- Draft official communications to government agencies and social welfare committees as requested.
- Plan and execute weekly staff meetings and monthly leadership meetings.
- Attend and contribute to global leadership and supervisory meetings.
- Approve staff out of office and travel and reimbursement requests in a timely manner.

Qualifications

- Minimum 8–10 years of experience in senior-level management, including a supervisory or team leadership role within the nonprofit, international development, or government sector.
- Bachelor's degree in nonprofit leadership, business management, international development, law or related field; Graduate degree preferred.
- Proven ability to manage complex administrative systems, budgets, projects, and multi-stakeholder coordination.
- Excellent verbal and written communication skills in English and Thai.
- Demonstrated success in external relations, donor communications, or public representation.
- Evident work ethic and ability to be self-directed, adhere to deadlines, and demonstrate commitment to humbly serving others in order to propel TER's mission forward.

Skills

- Administrative and Strategic Leadership — ability to design, implement, and strengthen organizational systems.
- Cross-Cultural People Management — skilled in working effectively within global and multicultural teams, experience in growing and developing emerging leaders.
- Action Oriented – able to see the bigger picture and take necessary steps to achieve results within a given timeframe.
- Financial and Compliance Acumen — strong grasp of nonprofit financial management and regulatory environments.
- Representation and Communication — excellent at building and maintaining external relationships and representing the organization publicly.
- Adaptability — comfortable navigating ambiguity and shifting priorities in a fast-paced environment.
- Mission Alignment — deep personal commitment to The Exodus Road's vision. Exhibits organizational values: Does hard things on purpose, is committed to learning (not to being right), takes extreme ownership, knows results matter, innovates - always and everything, and shows up generous in relationships and to the work.

Travel

This position requires some travel (up to 20% of time) to locations both within and outside Thailand. Travel and accommodation expenses will be provided on a per diem basis.

Compensation

70,000-100,000 baht monthly.

Timeframe

July 1, 2026 start date. Full-time position.

To apply

Please submit a cover letter and CV emailed to:
thailandcareers@theexodusroad.com