

Technical Lead

Location: Bangkok, Thailand (traveling required)

Job Type: Full-Time

Reports to the Executive Director

THE ORGANISATION

The Asia and Pacific Seed Association (APSA) is the regional seed association comprising more than 500 seed companies and associations from around 40 countries within the APAC region and beyond. Our mission is to support sustainable agriculture through the production and trade of quality seeds around the world. Our work focuses on advocacy, capacity building, and encouraging business collaboration and trade.

THE ROLE

The Technical Lead is responsible for driving APSA's regulatory and policy advocacy and knowledge hub efforts to strengthen its position as a leading voice of the seed sector in the Asia-Pacific region.

This role provides leadership across APSA's regulatory priority areas, including phytosanitary measures, plant breeding innovation, intellectual property, and access to germplasm. Equally, the Technical Lead will work to further develop APSA as a regional knowledge hub for technical and seed industry know-how through programs and collaborations.

In addition, the Technical Lead will drive operational excellence and team development to ensure APSA's technical work is delivered with consistency, efficiency, and long-term sustainability. Responsibilities include supervising, mentoring and developing the Technical Team (currently two staff positions).

Success in this role will be measured by APSA's increased influence in regional policy discussions, stronger visibility of its advocacy positions, and the growth of APSA as a recognized knowledge hub delivering high-quality, relevant, and accessible technical content to its members. It will also be demonstrated through improved operational discipline, better coordination of technical programs, improved use of knowledge management and information systems, and overall technical team development.

Key Responsibilities:

1. Regulatory policy affairs and advocacy
 - Monitor and analyze policies, regulatory developments, and legislative changes affecting the seed industry in the Asia-Pacific region to identify opportunities and challenges to APSA policy priorities.
 - Develop and advance APSA policy priorities, with considerations of global, regional and national stakeholders, on international treaties and agreements relevant to seed trade and plant breeding.

- Provide strategic leadership in the development and implementation of the annual APSA flagship consultations including the Phytosanitary Expert Consultation, Plant Breeding Innovation Regional Consultation, PVP and Biodiversity Regional Consultation to build partnerships and drive policy priorities.
 - Advocate for APSA members' interests by engaging with government and other stakeholders to influence policy decisions. Develop and maintain productive relationships with policymakers, regulators, and like-minded organizations to promote a favorable regulatory environment for the seed industry.
 - Represent APSA in all international meetings relating to technical subjects as assigned by APSA Executive Director.
2. Standing Committees (SCs) and Special Interest Groups (SIGs)
- Proactively manage the APSA Standing Committees (SC), Special Interest Groups (SIG) and Working Groups (WG) to drive workplans and program initiatives aligned with the groups' scope and APSA's strategic objectives.
 - Supervise the APSA Technical Team on all activities of SCs/SIGs including meetings (agenda, minutes, database for SIGs/SCs committees, etc), member programs, and technical knowledge resources.
 - Identify the need for and develop working documents, including but not limited to position papers, concept notes, letters to government, policy briefs, etc. Achieve balance and build consensus among diverse viewpoints in crafting APSA's position.
 - Manage technical projects of all types through every stage of development from concept to completion for all SIGs and SCs.
 - Oversee the call for nominations for SC and SIG members every 3 years. Leverage the available expertise in the industry and ensure activities are implemented according to APSA Constitution, Strategy, Anti-trust guidelines and Terms of Reference (TOR) for chair, co-chair and committee members.
 - Work with SCs and SIGs to develop the agenda for the various technical sessions of the annual Asian Seed Congress including proposing speakers and other resource persons
3. Technical programs and partnerships
- Actively search and apply for opportunities for collaboration, program assistance, funding and grants that will support APSA's technical and strategic objectives.
 - Ensure proper implementation and conduct of programs and activities (resource management, progress tracking, reporting etc.). Communicate on ongoing activities and progress to the stakeholders.
4. Communication and reporting
- Prepare reports, briefings, and presentations for internal and external audiences, as needed.
 - Coordinate with APSA Technical team and the Communications team to review the technical content of the Asian Seed Magazine, and other APSA technical communications as needed.
5. Operational Excellence and Team Development

- Drive operational excellence through standardized processes, clear governance and execution aligned with APSA strategy.
- Ensure effective delivery by setting priorities, defining KPIs, and applying structured project and program management.
- Build and lead a high-performing technical team with clear priorities, accountability, and delivery focus through coaching, mentoring, and structured succession and capacity planning.
- Leverage APSA's committees, experts, and partners as an extended network to strengthen delivery and impact.

Others. Perform other tasks that may be assigned by the Executive Director.

QUALIFICATIONS

- Master's degree or PhD in agriculture, plant sciences, plant breeding, international policy, or a related field
- Minimum 8 -10 years of relevant experience in regulatory affairs, policy advocacy, and/or technical/research program management, preferably in the seed, agriculture, or biosciences sector.
- Strong understanding of key policy areas affecting the seed sector, including phytosanitary systems, plant breeding innovation, intellectual property/Plant Variety Protection (PVP), and biodiversity/Access and Benefit Sharing (ABS). Demonstrated experience engaging with government, international organizations, and industry stakeholders at a senior level.
- Strong understanding of plant science and research and development (R&D) towards crop improvement.
- Experience working in or with international or regional associations is highly desirable.
- Strong leadership and team management capabilities.
- Exceptional stakeholder management, negotiation, and consensus-building skills, with demonstrated ability to engage diverse, cross-cultural groups, align differing perspectives, and drive collaboration toward shared objectives.
- Proven ability to build and lead high-performing teams, ensuring clear priorities, accountability, and consistent delivery. Proactive and outcome-oriented.
- Strong track record in developing talent and capability through coaching, mentoring, and structured workforce planning, including succession management.
- Ability to leverage internal teams and external networks (committees, experts, partners) to strengthen delivery and organizational impact.

The position will be open until 15 July 2026. Please send a CV and cover letter in English addressed to Francine Sayoc, Executive Director, Asia and Pacific Seed Alliance. You may email your application to Weeranuch Mhadhoo, Admin and Partnerships Lead, <weeranuch@apsaseed.org>.

Applications will be reviewed on an ongoing basis and the position shall remain open until a suitable candidate has been engaged.