

## Terms of Reference:

# Country Program Officer - Technical

|                                                       |                                                         |
|-------------------------------------------------------|---------------------------------------------------------|
| <b>Location</b>                                       | Bangkok, Thailand                                       |
| <b>Duration</b>                                       | 1 year with the possibility of extension                |
| <b>Position Status</b>                                | National position                                       |
| <b>Supervisor / Manager</b>                           | Country Manager – Thailand                              |
| <b>Performance Management and Reporting Framework</b> | ASEAN-ACT Remuneration Framework for national positions |
| <b>Deadline for application:</b>                      | 29 July 2026                                            |

## About the Role

The Country Program Officer – Technical plays an important role in providing technical guidance and support to the program's government and non-government stakeholders in Thailand.

This is an exciting opportunity for someone who enjoys connecting research, policy and practice to drive meaningful change. We are looking for a proactive and collaborative professional with experience in project development and implementation. This includes a strong interest in legal and policy reform, and curiosity about emerging issues such as responsible business conduct, trafficking trends, and related organised crimes.

The role contributes to the design and implementation of innovative activities, supports engagement with government and civil society partners, and provides technical input and review.

The ideal candidate is an analytical thinker who enjoys solving problems, building relationships and turning ideas into action.



## 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 principally working to strengthen the justice sector response to trafficking in persons while advancing the rights of victims. The program has well established partnerships with allied government agencies, civil society, and businesses. We engage with all 11 ASEAN Member States in some capacity and have national-level programming in Cambodia, Indonesia, Lao PDR, the Philippines, Thailand, and Vietnam.

ASEAN-ACT supports ASEAN and ASEAN Member States to integrate gender equality, disability equity and social inclusion (GEDSI) and protect the rights of victims of trafficking. The program is guided by its Equity and Rights Strategy, which provides both a conceptual framework and practical approaches to analyse and respond to intersectional vulnerabilities to trafficking in persons. The strategy further supports the delivery of victim-centred, gender-responsive, and trauma-informed responses that are inclusive and responsive to the diverse needs and experiences of all victims of trafficking.

## 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

### CTIP Technical Support

- Provide technical advice and support to the Thailand Country Team and ASEAN-ACT Program Directors, with a specific focus on research and analysis, legal frameworks and policies to counter trafficking, and emerging laws and policies including on responsible business conduct, anti-trafficking trends and related organised crimes.
- Provide technical support to the CTIP Centre of Excellence (CTIP COE), CTIP COE Joint Steering Committee (JSC), and relevant Thai-government committees including coordination with the ASEAN-ACT team, other partners in the revision of CTIP COE curriculum and training materials.
- Support the Country Manager in keeping track of TIP emerging trends and changes in CTIP, human rights due diligence, labour and migration laws and policies and communicate developments with the team for appropriate planning and intervention.

### Project Implementation

- Assist in the development of annual work plans and associated budgets for proposed ASEAN-ACT activities in Thailand, ensuring they align with ASEAN-ACT investment criteria and implementation principles, as well as counterpart’s priorities.
- Under the supervision of Country Manager, responsible for leading the implementation of assigned activity in Thailand’s workplan as agreed with Country Team.
- Support the Country Team on communication tasks in compliance with ASEAN-ACT’s communications strategy.

- With the Country Manager, review operational country-level risks, respond to incidents (e.g. security, safety, fraud, reputational, etc) and ensure compliance with the child protection and safeguards framework.
- Work with consultants and grantees in delivering technical inputs, contributing to quality and value for money and supporting liaison with stakeholders and required.
- Support Country Team in monitoring and reporting of project/activity progress by ensuring that record and report information are in accordance with the program's monitoring, evaluation and learning procedures.

### **Stakeholder Engagement**

- Develop and maintain excellent working relationships with all government and non-government stakeholders, based on mutual accountability and respect.
- Provide technical advice to Country Manager and Country Team in deepening partnerships and identifying entry points with government stakeholders, CSOs, academia, and private sector in relation to program and project activities.

### **People and culture**

- Champion victim rights and Gender Equality, Disability Equity and Social Inclusion (GEDSI) across all project activities and promote culturally sensitive and respectful communications.
- Fostering a culture that promotes learning, sharing of ideas, professional development and analytical thinking.
- Demonstrating and championing compliance with DT Global's policies and procedures.
- Perform other duties as assigned by the Country Manager and Leadership Team.

## **Selection Criteria**

### **Qualifications and Experience**

- Graduate qualifications in a related discipline – law and justice, human rights, international/social development, or international relations and demonstrated understanding of the national legislation and justice system;
- At least two years of professional experience in a relevant field (e.g. counter-trafficking in persons, counter-transnational organised crime, law and justice, human rights, international/social development, or international relations), preferably in an international or regional context;
- Demonstrated coordination and organisational skills, including the ability to plan and meet deadlines;
- Good analytical and problem-solving skills;
- Proactive with excellent presentation and facilitation skills;
- Proficient in written and spoken English and Thai language; and
- Strong information technology skills.

### **Desirable**

- Understanding of human rights and rights-based approaches in development, particularly as these relate to trafficking in persons, labour migration or transnational organised crime.
- An understanding of monitoring, evaluation and learning; and mainstreaming of GEDSI in program activities;
  - Ability to work with diverse range and level of stakeholders, demonstrating high-level communication, and excellent interpersonal skills to build strong working relationships with key counterparts;
  - Proven ability, or strong aptitude, to keep track of local and international developments in trafficking in persons, transnational organised crime. business and human rights, and current affairs.

## How to Apply

For further information and instructions on how to apply, please visit: <https://bit.ly/CPOTApply>

**APPLICATIONS CLOSE Wednesday, 29 July 2026 5:00 pm (BKK time)**

Interested applicants must submit:

- A single document containing both a cover letter and a curriculum vitae detailing experience relevant to the role.
- The names and contact details of three professional referees
- Current or expected salary

ASEAN-ACT is committed to achieving workplace diversity in terms of gender, nationality, and culture. Individuals from minority groups, indigenous groups, and people with a disability 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](#) works in partnership with communities, governments, and the private sector to deliver innovative solutions that transform lives. DT Global - launched in 2019 - is built on legacy companies AECOM's International Development Services Sector, Development Transformations, IMC Worldwide, and Cardno International Development. To fulfill its profit-for-purpose mission, DT Global is a key donor to the DT Institute, an independent not-for-profit organization, in support of DTI's efforts to test new ideas or expand on donor partner priorities to improve as many lives as possible.

Our global team of 2,500 staff and experts work in over 90 countries. We bring over 60 years of experience, relationships, and technical excellence to improve lives on behalf of our partners, clients, and stakeholders. We aim to maximize sustainable development impact across a wide range of practice areas, including Conflict Prevention, Stabilization & Transition; Economic Growth; Environment & Infrastructure; Governance; and Human Development. Together, we aim to positively impact 500 million lives by 2045.

