



LIFT International 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, grassroots 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 impact.

We believe in prevention through prosecution. 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 Thailand is a project of The Family Connection Foundation (FCF) registered in Thailand therefore, the LIFT Country Director will act as the FCF Project Director, reporting to the Executive Director 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 support our work in Thailand**

<b>Position:</b>	Country Director
<b>Work base:</b>	Chiang Mai, Thailand
<b>Report to:</b>	Global Programs Director
<b>Contract length:</b>	One year contract, with possibility of extension
<b>Starting date:</b>	As soon as possible
<b>Salary:</b>	Competitive remuneration package
<b>Application closing date:</b>	10 February 2023
<b>Condition:</b>	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, slavery and abuse in the country.

### **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 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 and Hagar CEO as well as 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 KPI 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, 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 Thailand, incl 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 Organisation
- Build and maintain effective working relationships with external stakeholders, including relevant agencies and authorities, and current and potential donors
- Represent LIFT as an international organization committed to the provision of high quality and professional services to Law Enforcement, trauma informed and value-driven care and support to survivors of 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
- Lead activities to positively position LIFT Thailand with donors, partners, Government, and other stakeholders
- Identify and oversee opportunities for supporters, volunteers, and interns to contribute towards LIFT's mission in Thailand
- 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.

**Other:**

- Full time residence in Chiang Mai, Thailand with travel to other parts of the region as required
- Complete any other work focused tasks as required by the Global Programs Director.

**Qualifications & Experience:**

- Relevant tertiary qualifications and evidence of senior level experience in international development, social work, public policy or a related discipline
- Understanding of and commitment to LIFT International's objectives, values and priorities
- History of successful strategy development, delivery and execution that delivers service growth and improves performance outcomes
- A track record of driving, motivating and developing high functioning partnerships and outcome-focussed teams
- (Preferred) Demonstrated sound knowledge of the modern slavery issue and prevention through prosecution approach
- Demonstrated sound knowledge of the quality and policy frameworks underpinning the work of LIFT International
- Demonstrated sound knowledge of social policy and relevant regional and national issues
- Demonstrated high level organisational skills and the proven capacity to deliver on multiple and varied projects
- Proven engagement and relationship-building skills and the ability to represent the organisation effectively and professionally
- 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 high level analytical problem-solving skills, the ability to assess options and identify and implement creative, innovative and flexible solutions
- Demonstrated experience of effective budget preparation, forecasting and management
- Demonstrated capacity to manage effective and efficient resource mobilisation responsibilities.
- Fluent in Thai and have a strong written and verbal command of the English language
- Alignment to LIFT values, including understanding and agreeing to the Christian foundations upon which the organisation is based

**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](mailto:cv@liftinternational.org) within 10 February 2023.**

**LIFT International is an equal opportunities employer.**