

AOC National Director

Restoring hope and dignity to Cambodians by
breaking the poverty cycle in rural Cambodia

Asian Outreach Cambodia (AOC) is actively seeking a new National Director. The successful candidate will lead a team of passionate staff into its next season of restoring hope and dignity to Cambodians by breaking the poverty cycle in rural communities.

They will develop a deep knowledge of its core programs, operations, and business plans and will help to support the strategic direction of the organization. Reporting to the Board of Directors, they will have overall strategic and operational responsibility for AOC's staff, programs, expansion, and execution of its mission. They will be responsible for the successful leadership and management of the organization according to the direction set in collaboration with the Board of Directors.

Operating since 1993, Asian Outreach Cambodia is a Christian International Non-Governmental Organisation (INGO). Our vision is restoring hope and dignity to Cambodians by breaking the poverty cycle in rural communities. Our mission is to equip and empower these rural communities through training and resource development. AOC is locally run and operated, and we believe in the power of local people for a local vision; people who understand the needs and context of their country best.

For background information on Asian Outreach Cambodia, please visit

www.aocam.org

If you are interested in applying for this position, please email Edith Watt your CV

edith@aocam.org

Key Responsibilities

1. Leadership

- Oversees the implementation of the vision, values, and organizational structure of AOC

- Develops and oversees, with the input of key staff members, the successful planning and transition of AOC's main base of operation to Stung Treng in communication/cooperation with the AOC Board (mid to late 2017)
- Oversees the recruitment and building of a Senior Leadership Team (SLT).
- Leads and coaches the SLT and receives weekly briefings from them. Creates, develops and builds the KPIs of the SLT members and advises them on issues raised and helps them solve any personnel or process challenges where requested.
- Builds trust and relationship with the SLT by pastoring, mentoring and developing them as leaders.
- Engages with key staff members, field project and project leadership on an ongoing basis (e.g. quarterly) to personally evaluate work and progress.
- Leads a monthly staff meeting to engage the spiritual development of staff, pray and impart vision. Staff meetings will also address issues, overall direction, growth, values and leadership.
- Is responsible for the overall direction and progress of SLT in their implementation of capacity building, care and appointment of staff
- Is responsible for the monitoring and oversight of salaries, operational budgets, reporting/communications and financial management.

Time allocation: 40%

2. Networking and Fundraising

- Proactively builds networks and relationships within Cambodia for AOC – this will include government authorities, NGOs, businesses, churches, individuals and other groups. Also internationally where required. Goals and targets to be set in cooperation with the Board of Directors and the SLT.
 - Encourages and seeks appropriate new strategic partnerships for AOC with such groups and proactively recruits possible candidates for staff vacancies.
 - Proactively researches and engages local and international funding partnerships. Local fundraising and networking is a key responsibility of the National Director
 - Oversees and liaises with media and any PR activities. Personally represents (or appoints substitute) for AOC nationally and internationally.
 - Researches new trends and future opportunities and threats for AOC
- Time allocation: 40%

3. Governance

- Ensures that SLT team understand AOC governance, best practice, legal compliance and policy responsibilities and that all AOC staff and

team leaders are adhering to them. Ensures that policies are being reviewed by SLT and report back to ND on recommendations

- Regular updates and reporting to the Board Chair, or appointed representative, on a monthly basis on progress, challenges and ND personal wellbeing
- Works with Board Chair to set bi-annual Board meeting agenda

Time allocation: 20%

4. Qualifications

The ND will be thoroughly committed to AOC's vision, mission and core values.

S/he will also be a strong Christian and comfortable with AOC's statement of faith <http://asianoutreachna.com/our-mission/statement-of-faith/> and model AOC's transformational mission.

All candidates should have proven leadership, coaching, and relationship management experience.

Concrete demonstrable experience and other qualifications include:

- At least 5 years of senior management experience; track record of effectively leading and regionally and/or nationally scaling a performance- and outcomes-based organization and staff; ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth. Preferable to have an advanced degree and be fluent in Khmer and English.
- Unwavering commitment to quality programs and data-driven program evaluation
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- Past success working with a Board of Directors with the ability to cultivate existing board member relationships
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach to strategic planning
- Ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed