

World Vision Foundation of Thailand is a Christian humanitarian, development and advocacy organisation devoted to improving the lives of children, their families and communities by tackling the root causes of poverty. With nearly 50 years of experience in the country, we help all people regardless of race, gender, and religion. Come join our team in Thailand, be part of our 40,000+ staff working in over 90 countries and share the joy of transforming vulnerable children's life stories!

Learn more about our work at worldvision.or.th

POSITION DESCRIPTION			
Job Title	HRG and CSS Program Manager	Reports to:	GF Program Director
JOB PURPOSE			
<p>Provide effective management of the Human Rights and Gender (HRG) and Community Health Systems Strengthening (CSS) Program on the GC7 Thailand Grant. This involves providing oversight, guidance, monitoring and capability building support for the program management team, sub recipients and other stakeholders to enable and ensure successful program delivery. The PM will provide strategic and operational leadership for the HRG and CSS program ensuring high impact, cost effective, timely and quality implementation and management. They will have a keen understanding of community health systems, experience working on TB and HIV programs, with a particular focus on Human Rights, Gender and Key Population programs. They will work carefully and collaboratively with key stakeholders on HRG and CSS including the Department of Disease Control, DTB, DAS, Development Partners including UNAIDS, UNDP, UNODC. They will provide oversight and management of all migrant program SRs and will build strong relationships with SRs to provide guidance, improve performance and scale-up promising practices in implementation.</p>			
MAIN RESPONSIBILITIES			
% time	Activity	End Results	
40%	<p>External engagement and capability building</p> <ul style="list-style-type: none"> Develop and maintain effective management relationship and partnership with SRs, beneficiaries, government ministries, and all other stakeholders. Develop and maintain professional and institutional relationship with relevant government ministries, departments and divisions, as appropriate through sharing of reports, concerns, updates and being transparent in the management of the grant. Represent WVFT on key national technical working groups and committees in relations to S&D, HRG, as appointed by government. Engage external consultants, DTB/DAS to oversee the development of the CRG 	<ul style="list-style-type: none"> WVFT is viewed as a trusted, technically credible partner by all stakeholders National plans and strategies strengthened and implemented Integration and streamlining of activities between stakeholders SRs grow in their organizational capability SRs demonstrate required M&E, Financial and Operational capability 	

	<p>National Costed Action Plan and National HIV/TB Gender Assessments</p> <ul style="list-style-type: none"> • Oversee the development and implementation of training and sensitization plan for law enforcement and justice actors • Oversee the appropriate implementation, monitoring of sub-grants to all SR, ensuring compliance all GF regulations and procedures. • Oversee capability building plans for HRG and CSS SRs and ensure they are appropriately designed and implemented with follow-up to monitor and measure impact. • Lead quarterly progress update meetings with SRs on the HRG & CSS programs. 	
30%	<p>Program Quality</p> <ul style="list-style-type: none"> • Ensure that M&E systems for the HRG and CSS Program are in place and provide support to the M&E & Advocacy specialist to ensure Monitoring, Evaluation data is well kept and oversee PU for the HRG/CSS Program. • Develop and review in a timely manner the annual, semi-annual, and quarterly work plans for the HRG and CSS program implementation. • Sustain regular and quality reporting of grant implementation progress as per the grant Performance Framework and the Program Implementation Work Plan • Provide technical expertise to ensure effective design, implementation, monitoring and evaluation of all migrant program projects. • Provide technical guidance, leadership and identify delivery issues and ensure effective coordination of the project M&E activities for quality and consistency. • Undertake regular visits (including occasional integrated missions) to SR sites to monitor program implementation and provide support to program improvement 	<ul style="list-style-type: none"> • Program objectives and targets achieved • M&E system working effectively and high quality reports provided timely • Performance gaps identified and resolved through mentoring and coaching • Program implemented with high technical standards
20%	<p>Finance and risk management</p> <ul style="list-style-type: none"> • Direct the timely development of the HRG and CSS Program Budget and monitor its execution on an ongoing basis. • Oversee and monitor the control of expenditures within the budgets. 	<ul style="list-style-type: none"> ○ Budget executed and monitored in line with GF requirements ○ SRs comply with GF requirements • Risks are identified, mitigated and where necessary managed through ERM principles and processes

	<ul style="list-style-type: none"> Oversee the appropriate implementation, monitoring of sub-grants to HRG and CSS SRs, ensuring compliance all GF regulations and procedures. Ensure a strong Risk Management Plan is in place for the HRG/CSS program 	
10%	<p>Team leadership</p> <ul style="list-style-type: none"> Ensure the effective performance, wellbeing, engagement and growth of staff. Lead the HRG and CSS Program Team in fulfilling WVI's core policies including Safeguarding, gender equality, diversity and inclusion, health and safety, anti-fraud and corruption. Ensure a high performing and motivated Team with clear objectives, implementation strategies, and Key Performance Indicators (KPIs). Meet staff support and professional development needs for improved staff performance. Conduct periodic individual and team performance reviews in line with WV HR business processes to ensure they meet both WVFT's and the GF standards, policies and procedures, and technical quality implementation. Provide guidance, mentor and management tips to all Team staff to ensure timely achievement of program targets. Provide ongoing guidance and technical oversight to members of the HRG and CSS team, sub-recipients, and other stakeholders, including building and strengthening their capacities while monitoring their performance on an ongoing basis. 	<ul style="list-style-type: none"> Staff achieve their performance and development targets Highly engaged and performing team/s
SUCCESS PROFILE		
Required experience & demonstrated capabilities	<ul style="list-style-type: none"> At least 5 years' experience working in and managing public health projects with focus on human rights and/or gender with strong networks and reputation as a respected and trusted partner/practitioner/expert within this field of work in Thailand Strong track record in advocacy and external engagement to influence change Demonstrated ability to successfully work and collaborate with government departments and other NGOs in coalitions, and with the private sector 	

	<ul style="list-style-type: none"> • Demonstrated ability to successfully build and sustain trusting and credible relationships and partnerships with a range of external stakeholders (government, other INGO, civil society) and grow organizational capabilities. • Thai speaker and minimum of intermediate in English
Required qualifications	<ul style="list-style-type: none"> • A minimum of a master's degree in project management /Social Sciences/Public Health or equivalent work experience

As a child focused organisation, World Vision Foundation of Thailand is committed to the safeguarding of children, therefore any offer of employment is conditional upon the successful completion of applicable background checks, including a criminal records check.

By submitting your application, you understand and accept that World Vision Foundation of Thailand will process the data you provide for the purposes of your application and in accordance with the World Vision Foundation of Thailand - Job Applicant Privacy Notice.

Applicants are required to send a CV and cover letter via email to Harley_Hamilton@wvi.org and Natpimon_Apipongpisarn@wvi.org. Applications will be reviewed on a rolling basis, with interviews scheduled with suitable candidates on a rolling basis. Any questions or requests for additional information can be directed to the emails above.