

Job Announcement

Position	East Asia and ASEAN Programme Manager
Location	Remote with future possibility of relocation to Bangkok or Jakarta office
Employment Duration	<ul style="list-style-type: none"> ● Start date: As soon as possible ● 2-year contract with possibility of renewal (subject to a satisfactory performance assessment during the three-month probation period)
Salary & Benefits	<ul style="list-style-type: none"> ● A competitive salary in local currency from USD 3,360 gross per month ● Health Insurance
Closing date	On rolling basis
Interview Dates	Rolling interview
About the Organisation	
<p>The Asian Forum for Human Rights and Development (FORUM-ASIA) is a membership-based regional human rights organisation founded in 1991 with the mission to promote and protect all human rights, including the right to development, through collaboration and cooperation between human rights defenders and organisations in Asia.</p> <p>At present, it has 85 member organisations across 21 countries in Asia working on a wide range of issues related to human rights, democracy, and development in their respective countries. Its regional Secretariat is located in Bangkok, Thailand, and has offices in Jakarta, Geneva, and Kathmandu.</p> <p>FORUM-ASIA is committed to building a peaceful, just, equitable and ecologically sustainable community of peoples and societies in Asia where all human rights of all individuals, groups and peoples—in particular, the poor, marginalised and discriminated peoples—are fully respected and realised in accordance with internationally accepted human rights norms and standards. It advocates human rights issues through engagement with governments, inter-governmental organisations and the United Nations for the better promotion and protection of all human rights.</p> <p>FORUM-ASIA has special consultative status with the United Nations Economic and Social Council (ECOSOC) and the ASEAN Intergovernmental Commission on Human Rights (AICHR).</p>	
Summary of the Programme	
<p>The East Asia and ASEAN Programme (EA-ASEAN) provides support for and facilitates communication and cooperation among member organisations in Southeast Asia and Northeast Asia on human rights related issues and ASEAN's human rights mechanisms. In addition, the Programme conducts and coordinates thematic and country campaigns; documentation; capacity building; and advocacy in cooperation with other related Programmes within the Secretariat, focusing on freedom of expression, association, assembly, and civic space.</p> <p>The East Asia and ASEAN Programme Manager is responsible for the overall management of EA-ASEAN programme focusing on country-level work on fundamental freedoms (approximately 70% of the overall work), and ASEAN advocacy (30%), ensuring synergy of different projects/programmes within the Programme, as well as inter-programme coordination within the Secretariat and with members for effective advocacy, campaigning, and networking.</p>	
Duties and Responsibilities	

Reporting to the Executive Director, the East Asia and ASEAN Programme Manager shall do the following:

1. Programme Management and Coordination

- a. Be responsible for the overall management of the EA-ASEAN portfolio comprising country-programme work (approximately 70%) and ASEAN advocacy (30%);
- b. Supervise a team composed of programme officer(s), associate(s), consultant(s), and fellows/interns, and ensure quality of Programme's delivery;
- c. Lead regular Programme team meetings and implement decisions as agreed;
- d. Report regularly to the Senior Management Team about any development vis-à-vis the Programme;
- e. Coordinate with other programmes on Programme-related and other organisational activities;
- f. Facilitate inter-member coordination vis-à-vis programme implementation at all levels;
- g. Maintain a cordial and strategic working relationship with intergovernmental bodies (i.e., ASEAN and United Nations) on behalf of FORUM-ASIA; and
- h. Maintain close contacts and engagement with relevant networks of civil society organisations, diplomatic missions, media, and other relevant stakeholders.

2. Planning and Budgeting

- a. Lead the programme and budget planning process of the East Asia and ASEAN Programme;
- b. Revise and update the plan periodically in light of field performance and effectiveness;
- c. Contribute to overall organisational planning, including budgets; and
- d. Draft concept notes and contribute to proposals related to the Programme and its activities

3. Programme Implementation

- a. Lead and coordinate the implementation of activities in a cost-effective way;
- b. Conduct, along with member-organisations advocacy work on fundamental freedoms within focus countries
- c. Conduct regional advocacy and campaigns on related thematic areas and ASEAN human rights mechanisms;
- d. Organise, facilitate, and participate in missions as necessary and planned; and
- e. Assist the SMT in developing and/or expanding and implementing other thematic issues relevant to the Programme.

4. Monitoring, Evaluation and Reporting

- a. Lead and coordinate regular monitoring and evaluation of the programme's plans and budgets;
- a. Develop periodic programme reports within a results-based monitoring and evaluation framework against the annual work plan and budget and as per donor requirements;
- b. Produce and coordinate the production of reports on missions under the programme; and
- c. Conduct performance management and evaluations of team members.

5. Participation and Representation

- a. Participate in the Executive Committee meetings when required, and sub-regional forums organised by members; and
- b. Represent the Secretariat in other relevant meetings, forums, platforms, and processes both at regional and international levels.

6. Other Tasks

Implement other relevant tasks and activities as assigned by the SMT.

Basic Qualifications and Essential and Desirable Selection Criteria

Essential selection criteria:

1. Master's degree or higher in the field of human rights or a related subject such as politics,

social sciences, international relations, international law, development studies or South East Asia studies.

2. Minimum 5-7 years work experience in the field of human rights.
3. Understanding of the overall socio-political situation as well as human rights situation in the East Asia region and good knowledge of the current socio-political situation in Asia.
4. Understanding of the actual application and implementation of international human rights instruments in a variety of situations.
5. Ability to work successfully as a team leader in a multicultural and demanding working environment with cross-programme coordination.
6. Project co-ordination skills.
7. Ability to work under pressure, multi-task and manage team deadlines.
8. Good advocacy and lobbying skills with various stakeholders (government officials, diplomats, regional mechanisms, NGOs, NHRIs, media, etc.).
9. Analytical skills.
10. Excellent communication skills in English.
11. Excellent report-writing skills.
12. Good IT skills.

Desirable selection criteria:

1. Experience of working in national or regional/international NGOs in the field of human rights.
2. Good understanding of the history and work of FORUM-ASIA.
3. Understanding of research methodology

Application Procedures

This Recruitment is on rolling basis. Applicants are requested to fill in the [Job Application Form](#) and send it by email **together with a self- introduction letter and two recommendation letters** to applications@forum-asia.org by, stating “East Asia and ASEAN Programme Manager Application” in the subject line.

All qualified individuals regardless of age, race, colour, sex, gender orientation, religion, national origin, disability, or veteran status are encouraged to apply.