

Transform
Trade



Oxford HR | Candidate Pack

Regional Director, Asia

January 2024

About Transform Trade

A global community of farmers, workers, collectives, campaigners, donors and supporters, we work together for trade that values people over profit.

In South Asia and East Africa, we partner with farmers, workers and artisans to help them benefit from more sustainable and equitable trade. In the UK we advocate and campaign for changes to business practices and government policy.



The Role

Role:

Regional Director, Asia

Hours:

40 hours per week, flexible

Salary:

Salary Band 2





Job Summary

- To create an inspiring vision for Transform Trade's work in Asia and to position the organisation strategically to focus on sectors, geographies, and supply chains where we can deliver the greatest impact.
- To develop a strategy that builds the capacity and collective agency of women farmers, artisans, and workers and to develop partnerships and collaborations at programmatic and policy level to bring about lasting change.
- To develop a robust funding strategy for the work in Asia, initiating and developing strong funding partnerships to enable us to scale and deepen our impact.
- To lead and build a high performing and motivated team of staff, who are values-based and excited to take a learning by doing approach.
- To represent and promote the work of Transform Trade and our partners in the region at the most senior level.
- To develop a diverse network of partners and allies.

At Transform Trade every member of staff is required to support our efforts to build our reputation, fundraise and advocate on issues we campaign on. Our values underpin what we do and how we do it in all areas of our work; both internally and externally.

Everyone is an ambassador; everyone is an advocate; everyone is a fundraiser.

Candidate profile

You will be:

- An experienced strategic and visionary leader with significant and demonstrable experience in leading innovative and impactful programmes supporting women farmers, artisans, workers, and businesses to trade more sustainably.
- An excellent fundraiser with a track record in developing new funding relationships and securing substantial funds to grow programmatic and coalition work.
- Deeply committed to and experienced in leading participatory approaches that put people and communities in the driving seat to determine their own future. Passionate about issues of trade and climate justice and fully aligned to our values and mission.
- Flexible and innovative – excited by a learning by doing approach and the opportunity to test and learn from new partnership models.
- An excellent networker and relationship builder, able to build effective and impactful coalitions and alliances to deliver a vision. You will be experienced in organisational profile building and effective at inspiring and engaging different stakeholders to support the mission.

You will have:

- Excellent knowledge and understanding of the trading context in the region, the policy and environmental barriers and opportunities for more sustainable and equitable people-centred trade.

- Extensive experience of working with whole supply chains and within different sectors, ideally including tea, agriculture and garments and textiles.
- Outstanding visioning and strategic thinking skills.
- Proven expertise of leading in fundraising, seeking, and securing new donors.
- Excellent team and people leadership and management skills. Demonstrated team leadership experience, particularly in multi-cultural and remote teams.
- Strong networking and relationship building skills.
- Experience in budget and financial management - highly numerate, able to manage regional budgets, and ensure regulatory compliance.
- Personal commitment to justice and fairness.
- Experience of managing organisational change
- Ideally you will have experience of working within the private sector and specifically within trade.
- Travel to operational countries and internationally when required.

Whilst Transform Trade is a Christian response to poverty, we are committed to a diverse and inclusive workplace and welcome applicants from all faiths or none. We welcome applicants from diverse backgrounds and value lived experiences. We do ask that all staff members respect the Christian vision, ethos, and culture of the organisation.



How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-012023-Organisation or Pat-Jones-CoverLetter-012023-Organisation.

Timeline

Closing Date:	1 March 2024
First stage interviews:	TBC
Final interviews:	TBC

Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Transform Trade values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at xxx@oxfordhr.com in the first instance.





About Oxford HR

A global leadership consultancy dedicated to searching for and supporting remarkable leaders & teams in purpose-led organisations.

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.



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