

Asia Pacific Regional Manager

Reports To	IDC Executive Director
Status	Full-Time
Direct Reports	Southeast Asia Programme Manager, Asia Pacific Programme Officer, and interns/volunteers where relevant
Contract Duration	Two years, with the possibility of extension depending on funding
Location	This post can be based in Thailand, Malaysia or Australia. You must have the right to work in the country for which you are applying. Unfortunately, IDC is unable to support work visa applications.
Compensation	Per annum, depending on skills and experience: <ul style="list-style-type: none"> ● Thailand - 1,350,000 to 1,450,000 THB ● Malaysia - 130,000 to 140,000 MYR ● Australia SCHADS Level 6.1

Background

[International Detention Coalition](https://www.idcoalition.org/) (IDC) is a unique global network of civil society organisations and individuals in more than 75 countries, that coordinates with members and partners on advocacy, research, coalition and capacity building, to eliminate immigration detention and advance rights-based alternatives to detention (ATD). IDC is a highly recognised, impact-driven organisation, offering a stimulating workplace committed to local, national, regional and global change.

Role Purpose

To develop and deliver regional advocacy strategies to achieve the mission of IDC in the Asia Pacific region.

Role Summary

IDC's Asia Pacific Regional Manager will work collaboratively with key team members and stakeholders to develop and implement regional strategies to achieve IDC's mission

of advocating to secure the human rights of people impacted by and at-risk of immigration detention. These regional strategies will focus on influencing law, policy and practice to reduce and ultimately end immigration detention, and implement rights-based ATD.

This will involve working with IDC members and key partners in the region to develop strong advocacy strategies, as well as engaging with governments, local authorities, civil society, UN institutions and other key stakeholders in the region. The Asia Pacific Regional Manager will work closely with IDC's Executive Director, the South East Asia Programme Manager, the Asia Pacific Programme Officer and other key team members to link national, regional and global initiatives and activities, and to ensure effective and strategic teamwork within IDC.

Role Responsibilities

Strategy, Advocacy and Leadership

- Develop regional and national advocacy strategies, in partnership with regionally-based IDC members and other stakeholders in the Asia Pacific region, specifically targeting Thailand and Malaysia.
- Provide guidance to members and other national stakeholders on the development and implementation of national-level advocacy strategies to reduce and end immigration detention, as well as implement rights-based ATD.
- Engage in strategic advocacy at national, regional and, where appropriate, global levels, and ensure that advocacy at these levels is coordinated.
- Contribute to the development and implementation of IDC's overall organisational strategy and key priorities.
- In collaboration with communications team members, communicate globally and regionally about the work and developments in the region, including through written outputs, and social and digital media strategies.

Relationships, Representation and Networking

- Develop and strengthen national and regional networks of members, and relationships with representatives of governments, UN agencies, civil society, leaders with lived experience of detention, and other key stakeholders, including through participation in existing coalitions and groups where appropriate.
- Disseminate and share resources, information and learning with members, partners and key stakeholders.

- Represent IDC at relevant regional (and where relevant national or global) fora, events and exchanges.
- Facilitate peer-learning and exchange activities in the region, and build strategic collaborations with key members and other stakeholders, including grassroots and community-based groups.
- Promote and support the development of a network of leaders of lived experience of immigration detention in the region.

Expertise

- Maintain an up-to-date understanding of national, regional and global developments on immigration detention, ATD and related areas.
- Manage and contribute to IDC led research and mapping projects in the region.
- Contribute to policy consultations, reviews and development of standards on immigration detention and ATD.
- Lead and contribute to the development of policy, training and communications materials to support advocacy, in collaboration with partners and colleagues.

Project Development, Fundraising and Management

- Scope and develop proposals for national and regional projects and events and implement accordingly.
- Actively seek funding opportunities for the region, identifying and building relationships with potential sources of funding and working with the Executive Director and other team members to draft applications and pursue funding opportunities.
- Develop and oversee project budgets in collaboration with colleagues.
- Coordinate the recruitment of regional staff, consultants and interns when needed.
- Provide line management to regional team members.

Planning, Monitoring & Evaluation

- Develop and update work plans and record key activities, outcomes, and learnings.
- Ensure that national, regional and global work are coordinated and connected.
- Lead the completion of funder monitoring reports for regional projects and contribute to core organisational monitoring, evaluation and learning.
- Contribute to external evaluations as needed.
- Promote learning within the team and beyond.

Core Responsibilities

- Actively contribute to a culture of collaboration, teamwork, and support within the IDC team.
- Demonstrate a passion for and alignment with the IDC's mission, vision and core values of innovation, collaboration, respect, representation and being solutions-focused.
- Demonstrate an understanding of IDC policies including IDC Children and Vulnerable Adults Safeguarding policy to ensure a positive and safe working environment for all.
- Actively engage with organisational systems, processes, and infrastructure to ensure sustainability and appropriate safeguarding of institutional knowledge, assets and core activities over time

Key Selection Criteria

Essential Criteria

- Demonstrated ability to effectively advocate at all levels, including a track record of advocacy with senior policymakers and government officials at national and regional levels, preferably in the Asia Pacific region.
- Proven ability to develop and implement change-making strategies in coordination with other stakeholders preferably in the Asia Pacific region.
- The ability to establish and maintain networks of key stakeholders and community-based groups.
- Demonstrated experience in policy analysis and proven ability to think strategically and analyse complex information, as well as offer creative, practical and effective solutions.
- Good experience with fundraising and grant writing.
- Demonstrated understanding of the issues faced by refugees, migrants, and people seeking asylum, particularly those affected or at risk of immigration detention.
- Commitment to centering the leadership of migrants and refugees affected by immigration detention.
- Excellent oral, written, and interpersonal communication skills, and fluency in written and spoken English.
- The ability to work autonomously, to manage competing deadlines, prioritise workload appropriately and work in a flexible manner.
- Good organisational skills, attention to detail and ability to work accurately and within time constraints.
- Ability to travel within the Asia Pacific region.
- Demonstrable IT skills, including understanding of social and digital media.

- Experience of developing, leading, and facilitating training for government and non-government stakeholders.
- Must be based in Thailand, Malaysia or Australia (preferably Victoria).

Desirable Criteria

- Strong network of contacts among private funders or philanthropic organisations.
- Experience working in a transnational civil society network.
- Working knowledge of Thai and Malay is an advantage.

Application Process

To apply, please send your CV and cover letter clearly addressing the key selection criteria to: jobs@idcoalition.org by **24 May 2023**. Please include the job title in the subject of your email (Asia Pacific Regional Manager).

Interviews will be held virtually in early June.

*IDC values diversity, equality and inclusivity. Applications are welcome from all backgrounds. We especially encourage applications of those from underrepresented backgrounds, including but not limited to gender, race, age, sexual orientation, disability and religion. In particular, **we highly encourage leaders with lived experience of immigration detention and its impacts to apply**. If potential candidates require any adaptations to usual recruitment processes, please do not hesitate to note this in your application.*