

## Regional Executive Director

### The time to lead is now

Wedu nurtures and invests in women's purposeful leadership journeys and mobilises catalytic allies and communities towards a feminist future. Since 2012, we have strengthened and sustained the unique leadership journeys of over 3,700 women from 29 countries across Asia by facilitating long-term mentorship, delivering leadership development training, convening support communities, and funding continuing education through Income Sharing Agreements. These women are committed to changing the status quo and we believe this community of leaders-supported by gender equity allies from 94 countries around the world- has the power to achieve large-scale change.

This is an exciting time to join Wedu. After celebrating our first decade of impact in 2022, we've recently undertaken a strategic planning process to shape our next decade and are looking for highly motivated people who are innovative and thoughtful in their approach to getting things done and have a demonstrated passion for gender equity to join our remote-first team.

Wedu has been featured in:



### Your role

We are looking for an experienced and dynamic leader to shape our work in Asia. You will lead all aspects of our external operations, including public relations, scoping partnership opportunities, developing new programmes, and building Wedu's profile and brand reputation by engaging external stakeholders in the gender equity ecosystem. As a member of the senior leadership team, you will work closely with our Executive Director and boards to help Wedu have impact at scale.

Passionate about our mission, you'll be a low-ego leader, a great team player, and committed to supporting the wider work of Wedu. You are a creative and thoughtful person who is used to working in lean and collaborative work environments and brings a willingness to be 'hands-on' as well as a strategic thinker. You will bring new models, concepts, and ideas for growing Wedu's impact and be able to evidence how you have successfully led growth in previous roles.

This new position within Wedu is a fantastic opportunity for an experienced leader to work and learn alongside a talented and dedicated team who share a commitment to gender equity, as well as engage a global community of inspiring women leaders and their allies. You can expect to have a high degree of autonomy to shape the role based on your unique blend of skills, experiences, and interests, and drive initiatives that enable Wedu to close the gender leadership gap in Asia.

## Responsibilities

### ***Strategic Partnerships & Leadership***

- Lead and collaborate with external partners, aligned actors, and Wedu's team to advance Wedu's priorities within the new strategic plan (2023-2026).
- Provide thought partnership to the Executive Director and deputise for her.
- Build strong relationships with stakeholders to understand issues and priorities related to women's leadership and capture outcomes and learnings to share with the sector.
- Oversee the Women's Leadership Academies and other partner-led and consortium projects and line-manage project leads.
- Ensure Wedu's strategic initiatives are implemented, tracked, and achieved and
- Design and execute strategic initiatives, and lead the preparation of materials for the annual planning process, strategic reviews, and learning sessions in support of the new strategy.

### ***Movement Building & Communications***

- Serve as the primary spokesperson for Wedu, representing the organisation at conferences, events and using speaking engagements to increase our visibility and reputation. The Director will need the ability to travel internationally, approximately once a quarter.
- Strategise on movement building and communications initiatives to ensure Wedu's narrative is congruent and empowers our team, global community, and external partners.
- Oversee Wedu's communications and marketing strategies and line-manage the communications team, nurturing staff talent.
- Support the planning and execution of signature activations, such as Wedu's annual Women's Leadership Summit and annual giving and allyship campaigns.
- Support the production of outward-facing learning and thought pieces, blogs, and articles to promote best practices and learnings.
- Ensure Wedu's web and social media presence align with and drive strategic messaging. Innovate ways for Wedu to further develop a digital presence and brand authority.

### ***Resource Mobilisation***

- Secure resources, pioneer new revenue models, and garner the mission-aligned support required for Wedu to have impact at scale.
- Effectively engage and steward relationships with key Foundations, Trusts, and Corporations, and other funding partners.
- Work with the leadership team to shape and implement Wedu's fundraising strategy and develop, update and implement organisational policies as-needed.
- Stay abreast of funding opportunities and manage bids, pitches, and proposal submissions for strategic opportunities.

## Requirements

### Qualifications and Experience

- Embody a passion for gender equity, with a demonstrated commitment to advancing women's leadership.
- Proven ability to lead through influence, ideas, and exceptional communication skills.
- Substantive and relevant professional experience, with an excellent track record of achievement in roles of increasing responsibility and at least five years in a leadership role.
- Experience with creating and implementing individual, organisational, and/or sector-wide leadership development and change.
- Experience building equitable relationships in the international development sector and proven experience tapping into the power of a diverse network that cuts across other sectors and geographies.
- Demonstrated ability in building major partners, with a strong track record of cultivating relationships, attracting funding and growing partnerships.
- Experience collaborating across teams, working remotely across different geographies and cultures, and facilitating an inclusive and collaborative team culture.
- Substantial experience working on gender equity issues in South or Southeast Asia, with strong connections to relevant ecosystems.

### Professional Skills

- Sophisticated understanding of the gender equity landscape in the region and knowledgeable about the key drivers of women's leadership, conversant in the evidence base, and able to spot high-potential opportunities.
- Understanding of how to bring intersectional problem-solving approaches to strategies and lead with a diversity, equity, and inclusion mindset.
- Demonstrated strength in strategy development and implementation, with the capability to easily identify and communicate frameworks to facilitate strategy creation, analyse core issues, and design performance management systems.
- Excellent communication skills, with the ability to engage a range of audiences including partners, funders, staff, and the general public.

### Personal Attributes

- Approaches work from a feminist lens, guided by a commitment to gender equity
- Able to manage many moving parts with attention and grace
- A track record of innovating solutions and successfully bringing them to fruition
- Strong intellectual curiosity with a growth mindset and entrepreneurial spirit
- Cross-cultural sensitivity, with prior experience working with a diversity of cultures and demographic groups and a commitment to an intersectional approach

## Organisational arrangements

This full-time position is fully remote and open to anyone with the permanent right to work in a country in South or Southeast Asia. It is being recruited through Wedu (Thailand) Foundation and the Director is expected to have at least 5 hours of overlap with ICT (UTC+7) during their usual working hours. This position comes with a three-year, extendable contract, starting with a five-month trial period and a starting annual salary range of USD 40-50k, with remuneration set in line with the candidate's experience and skill levels. Benefits include flexible working arrangements.

## Apply now

Interested candidates are invited to apply through [our website](#) and upload an updated CV and cover letter detailing how their skill sets and past experiences will enable them to excel in this position. The position will be open until filled, with a start date no later than November 2023, and applications will be reviewed on a rolling basis. Due to the number of applications we anticipate receiving, please note that you will only be contacted if you are shortlisted. If you experience any problems submitting the application, please email [talent@weduglobal.org](mailto:talent@weduglobal.org).

Wedu is committed to cultivating a culture of inclusive leadership and building an organisation representing the communities we serve. We celebrate the individual differences, life experiences, knowledge, self-expression, and talent that each person brings. In recruiting for our team, we welcome the unique contributions you can bring in terms of your education, opinions, culture, ancestry, ethnicity, race, sex, gender identity and expression, sexual orientation, age, religion, marital status, disability, and beliefs.