



Program Director

July 2024

About Greenpeace East Asia

Greenpeace (GP) is a non-governmental global campaigning network, which uses peaceful creative actions to expose global environmental issues, and develop solutions for a green and peaceful future.

Greenpeace has been in East Asia since 1997 to fight climate change, stop toxic pollution, ensure food security, end illegal deforestation and defend the oceans.

Greenpeace has offices in Hong Kong, Beijing, Taipei and Seoul. Environmental problems know no borders, and Greenpeace recognizes the importance of regional offices that work together to achieve effective solutions for a sustainable future.

Surging economic development in East Asia has brought widespread prosperity, but has also taken a severe environmental toll, both regionally and in the world. Greenpeace is committed to ensuring a green development pathway together with the people of China Mainland, Hong Kong, Taiwan and South Korea.

The Role

Role: Program Director

Location: Japan based

Job Summary

GP East Asia is looking for a Program Director to provide leadership and direction to the planning, development and implementation of GP programs in East Asia (Hong Kong, Japan, South Korea, Taiwan), and to ensure program strategies are coherent and effective to achieve GP global mission and organizational goals in the region.

The post-holder is a member of the Senior Management Team. The individual in this position manages the program teams in Hong Kong, Japan, South Korea and Taiwan, and works closely as peers with the



counterpart in mainland China to co-lead GP East Asia's overall program direction and to participate in global program discussion.

Major work responsibilities

- Lead the development of GP programs in Hong Kong, Japan, South Korea and Taiwan to support the global mission and achieve organizational goals in the region. Set direction, define priorities, ensure strategies are coherent and effective, and design internal structures to maximize campaign impacts.
- Analyze trends and ensure program themes, strategies and tactics are fit for purpose.
- Initiate, lead and manage change processes.
- Attain and grow the skills among the Program Teams, and allocate resources according to overarching strategies, priorities and emerging opportunities.
- Lead by setting direction. Motivate and empower staff to be successful and ambitious.
- Be responsible for programs budgeting and control.
- Coordinate strategies, priorities and resources with the Fundraising and Engagement Department and others, to increase donor base, public support and financial sustainability.
- Co-lead Greenpeace East Asia (GPEA)'s overall program direction and planning (long-term plan and annual plan) together with China Chief Representative (CCR) based in the Beijing office.
- Together with the CCR, play leadership roles within the wider GP global network, working at the international level to develop global strategies and longer-term thinking about program priorities and resources.
- Oversee the maintenance and growth of the organization's relationships with corporate and government decision-makers, partners, reporters, and other key influencers. Ensure that the portfolio of campaigns enables the organization to build the power and relationships needed to win bigger campaigns in the future.
- Build systems to measure the effectiveness of program activities, and culture of learning and accountability.
- As a member of the Senior Management Team (SMT) for GPEA, provide program-related advice to the Executive Director and SMT and actively contribute to decision-making on management and organizational matters. Support and communicate decisions to staff.
- Represent GP in external forums, relationship building and act as spokesperson.
- Travel frequently to GP offices, campaign locations or locations where environmental issues require the presence of GP representatives.

Requirements

- Demonstrated experience in roles with similar responsibilities within East Asia, involving regional responsibilities or experiences in at least two of the following regions: Hong Kong, Taiwan, South Korea, Japan. Candidates with experience working in different countries and cultures will also be considered if they meet the criteria below
- Established track record in advocacy work within environmental or related fields, including a minimum of three years in senior leadership roles



- Demonstrated success in managing teams of at least 20 individuals, either directly or indirectly
- Desirable to be proficient in one of the following languages: Chinese, Korean, Japanese
- Commitment to the mission, principles and values of GP

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-Document Name-Date (mmyy) e.g., Pat-Jones-CV-072024-GPEA or Pat-Jones-CoverLetter-072024- GPEA.

Timeline

Closing Date: 6th September 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 Greenpeace 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 jyewdall@oxfordhr.com in the first instance.



About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.