



# Regional Director Asia

October 2024

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## About Porticus

Named to represent an open gateway to a brighter future, Porticus coordinates the philanthropic endeavours of the Brenninkmeijer family business owners, continuing a tradition of social engagement stretching back as far as 1841 when Clemens and August Brenninkmeijer founded C&A, starting a tradition of doing good while doing business.

Since our founding in 1995, the professionalisation of both the organisation and the charitable sector has picked up speed. Porticus has grown to over 180 philanthropy professionals today, with colleagues based in 14 offices around the world, working on the challenges of our times and seeking to improve the lives of those in need just like Clemens and August intended to do.

As a philanthropic organisation that aims to create a just and sustainable future where human dignity flourishes, our work aims to strengthen the resilience of communities so that all people have ownership over their future and natural resources are used in a sustainable way. Our work is realized through strong networks of partners including local and global NGOs, communities, people with lived experience, policy makers and co-funders.

It's impossible for one organisation to solve all the world's challenges, so we focus on areas we understand best: education, society, faith and earth. With focus and cooperation, we work to advance human dignity around the world. These focus areas are represented by our four thematic sectors: Building Future Generations, Strengthening our Societies, Fostering Vital Faith Communities, and Caring for the Earth.

## Porticus in Asia


Although each country in Asia is unique, they face a set of common challenges. For instance, wealth disparity – while standards of living are rising for many in Asia, there are still large groups of people living in adversity. In almost every respect, these marginalised communities enjoy fewer opportunities, and our aim is to make a positive difference in their lives. Our distinctive profile as a networker and capacity builder gives us the platform to contribute to the debate and have a real impact.



Through our existing programmes, we have deep contextual knowledge in 6 key countries spread across 3 sub-regions: India and Bangladesh (South Asia); Thailand (Greater Mekong Subregion); Malaysia, Indonesia, Philippines (South-East Asia). Our work in other countries runs at a network-level (through movements, intermediaries, collaboratives).

We support programmes that tackle key social issues and work in three key areas: education and child development, the protection of marginalised and abused individuals and communities, and building capacity in faith-based organisations to better enable them to contribute to society.


**Strengthening our Societies**  
*For the Empowerment of All*



A stronger society means fostering human rights and dignity at all levels: by challenging powerful institutions; tackling prejudice and exclusion; supporting movements that shift the balance of power; and thinking long-term about the obstacles to progress.

Criminal Justice    People on the Move


**Building Future Generations**  
*For the Whole Child*



Exposure to adversity makes it even more important that children receive an all-encompassing range of support to build resilience and instil hope. We advocate Whole Child Development across national and global childcare systems.

For the Whole Child


**Caring for the Earth**  
*For the Planet. And its People.*



A sustainable planet needs fair societies, green economies, smart cities and prosperous communities. To achieve that, we need to bring together the best of government, business, not-for-profits, philanthropy, and community activism.

Purposeful Business    Clean Energy    Fair Transition    Living Forests

**Fostering Vital Faith Communities**  
*For the Global family*



We strive for a Church that promotes human dignity, stands for a just society, fights poverty, climate change and exclusion, and represents the dispossessed. Guided by the values of our founding family, we support the larger family of the Catholic Church.

Vital Catholic Thought    Child Protection    Building a Vital Church

## Our Sectors

## The Role

- Role:** Regional Director Asia
- Reports to:** Director of Regions
- Direct Reports:** Leads a team of 21 with 7 direct reports
- Location:** Kuala Lumpur, Malaysia
- Salary:** Competitive – contact us for details



## Job Summary

The Regional Director leads and builds a team of programmatic professionals who identify opportunities and develop innovative programmes that aim for systemic change. Builds and maintains a regional network that contributes to the Porticus strategy and the daring goals. Represents and is the ambassador for Porticus in the region. Ensures that the work we do is contextualised and makes sense for the specific region. In addition, the Regional Director is responsible for maintaining contact with members of the Regional Investment Committee, and identifying the focus of the regional discretionary fund alongside the strategic programmes.

## Role Specifics

### Expectations

- Provides guidance and direction: Takes responsibility for the development and implementation of functional strategies in line with the Porticus strategy, and for managing their own area and/or field of expertise. Leads the day-to-day business and is mandated to take the necessary decisions to enable the core work to progress. Facilitates the professional development of employees as a people manager and enables them to perform to the best of their abilities, individually and as a team. Leads by example and exemplify financial modesty and environmental awareness.
- Ensures work progresses: Sets clear and challenging objectives. Takes responsibility for performance results and encourages a results-driven mindset. Creates and implements structures that drive and generate the innovation and the entrepreneurial thinking needed to realize impactful systemic change. Ensures purposeful monitoring, evaluation and learning (MEL) is applied in all core work to maximize impact. Initiates and facilitates internal and external collaboration, engages with the global and local community networks and shares ideas from the grassroots work on a global level. Listens actively to understand the needs of all stakeholders and builds tailored solutions. Manages the development and implementation of budgets and annual operating plans and is accountable for the results.
- Enables professional development: Implements a strategic workforce planning along with a learning plan, aligning existing skills and future capability requirements for their area. Implements the principles of the learning organization and a learning culture, focused on continuous improvement. Applies action learning, shares knowledge, reflects on own work and invests in the professional development of all employees. Demonstrates the ability to build and manage the family relations and engages with global and local networks.

### Key Responsibilities

- People Manager for all programmatic regional staff in the region. Coaches and mentors team members in their learning; encourages team members to take ownership of their personal and professional development. Responsible for a comprehensive on-boarding of new team-members, so that they can thrive in a matrix-driven organisation. Leads in finding and attracting highly talented and productive professionals for the region.



- Builds and maintains solid relationship with the RIC, establishing a trust based working relationship with the RIC members. Informs the Regional Investment Committee on current issues and trends in the field.
- Continuously looks for opportunities to innovate, explore, build networks and initiatives that create synergies among the work we do in the sectors, funded by the Regional Exploration Budget.
- Works closely with Sector Directors and Challenge Leads to ensure alignment on regional footprint and regional context is embedded in the Challenge strategies.
- Embeds and interweaves the work from all challenges in the regional environment, ensures sense-making and leveraging facilitating exchange of the work within the regional context.
- Represents Porticus from a regional perspective, in coordination with the Sector Directors, externally. Interacting professionally with partners including funding partners, and other key stakeholder organisations.
- Maintains and develops a value-adding network of experts, advisors, resource persons and partners, and leverages the network to achieve ambitious aspirations.
- Cultivates our unique Porticus culture and values through authentic leadership and transparent communication; upholds the values of transparency and trust, represents Porticus in an proactive, appropriate manner and ensures modest and purposeful communication on the right platforms in order to optimise external relationships for wider impact.
- Regional ambassador and the face of Porticus in the region; leveraging the work we do and building trust through meaningful participation and expand networks.
- Contributes to an innovative and open learning culture and ensures that lessons learned are shared through the organisation, in close collaboration with the 360 philanthropy team. 360 philanthropy is a framework that fosters a more rounded view of the idea and practice of philanthropy within Porticus.
- Operational management of the local legal entity (e.g. Board Member, audit, compliance, annual reporting) and as such acting as the linking pin towards Constanter Philanthropy Services (CPS). CPS funds and provides operations support to Porticus and the other Brenninkmeijer family philanthropies.

## Supervisory Responsibilities

People manager for all programmatic staff in the respective region. Provides guidance and leadership to staff in areas of staffing, selection training, development, coaching, mentoring, measuring, appraising and rewarding performance and retention of key contributors. Leads by example and models behaviours that are consistent with the Porticus values.



## Candidate Profile

### Education & Experience

- Holds professional and/or academic qualifications, has extensive experience and demonstrate a broad range of achievements in different industries and geographies.
- At least 10 years of relevant programme professional experience within philanthropy or international development sectors at the international or regional level. Strong and relevant networks and contacts within the region.
- Experience of and commitment to, working with and through partners and contributing to partnership strategies.
- Proven capacity to supervise and coach staff and partners on both technical and programme management skills and competencies.
- Experience with strategy, monitoring, evaluation and learning (SMEL) and working with technical advisors and research teams to establish effective monitoring systems in relation to programme activities.

### Skills

- Strong communication and influencing skills. Ability to comprehend, analyse and interpret complex situations, and is able to respond effectively and efficiently to (sensitive) issues. Ability to communicate, motivate and negotiate effectively with staff, family members, management and key stakeholders.
- Requires in-depth knowledge of financial terms and principles. Ability to analyse complex financial data. Defines, approves and oversees regional exploration & OPEX budget.
- Ability to solve advanced problems and deal with a variety of options in complex situations. Able to apply an analytical approach to influence strategic decision-making.
- Required expert level analytical and quantitative skills with proven experience in developing (strategic) solutions for a matrix-based organisation and that is driving the Porticus mission.
- Ability to build effective relationships build on trust and integrity.
- Able to drive change, influence, make decisions and align at all levels of the organisation(s).

### Competencies

<b>PEOPLE FOCUSED</b> This behaviour relates to the ability to build meaningful and lasting relationships, to empower others and to work collaboratively	Someone who is effective in this is inspirational and supportive. Is transparent in decision making, able to take a clear position, and exercises good judgement. A people focused professional encourages and facilitates initiatives for personal development. Aims to continuously improve processes and activities to increase impact. Connects well with others, works collaboratively, and exhibits strong relational and stakeholder management skills whether within the organization and other entities with partners, peer foundations or other governing bodies.
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<b>IMPACT FOCUSED</b> This behaviour relates to the ability to accurately assess situations and find appropriate solutions to generate impact	Someone who is effective at this shows analytical abilities, is open-minded, creative and dynamic. Focuses on what is important for partners, beneficiaries and stakeholders. Is optimistic, curious and committed to deliver positive results through operational excellence. Aims to continuously improve and takes initiatives to support personal development. Applies a strategic, adaptive and flexible approach to work. Tries new ways of doing things and is capable of working effectively in situations that are uncertain or ambiguous. Is committed to deliver measurable impact and systemic change.
<b>VALUES FOCUSED</b> This behaviour relates to our values, which are at the heart of everything we do and how we do it. Modesty, Empathy, Endurance and Trust are our core values	Someone who demonstrates these values acts in a humble way, shows respect to others and contributes to the common cause. Identifies with others and seeks to understand and recognize their perspectives, circumstances, and feelings. Acts in a courageous and flexible manner, with resilience and perseverance to achieve their long-term goals of measurable impact and systemic change. Acts a reliable partner, honest, transparent and open about what they do. Acts genuinely and believes in the reliability and abilities of others.

## 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-102024-Porticus or Pat-Jones-CoverLetter-102024-Porticus.

### Timeline

**Closing Date:** 03 November 2024

**First stage interviews:** On a rolling basis – early application encouraged

**Final interviews:** TBC



## Selection process

Applications will be accepted and considered on a rolling basis – interested candidates are encouraged to apply early.

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 Porticus' 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 [dbond@oxfordhr.com](mailto:dbond@oxfordhr.com) in the first instance.

## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for a support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: [oxfordhr.com](http://oxfordhr.com)