



Associate Director & Director - Southeast Asia

June 2026

About IDinsight

IDinsight amplifies social impact by partnering with leaders to develop tailored solutions. Its mission is to improve lives with data and evidence. IDinsight transforms how the world fights poverty.

IDinsight is a global nonprofit that equips leaders with the data, evidence and technology to improve lives at scale. It partners with governments, NGOs, multilaterals, and funders to support decisions at every stage of their impact journey – from bold pilots to nationwide scale-ups. Its teams bring rigorous evidence and practical insights so leaders can make informed decisions that truly change lives. With its partners, IDinsight is pioneering the next frontier of social impact, where data and technology accelerate progress for millions. IDinsight helps leaders overcome the three main barriers to impact:

- *Figuring out what works*
- *Learning and improving*
- *Reaching and operating at scale*

IDinsight works in multiple countries across Asia and Africa. Its work spans a wide range of sectors, including agriculture, education, health, governance, sanitation, financial inclusion, and other areas.

IDinsight has expertise in a variety of rigorous approaches and methodologies, which it tailors to each client depending on their needs and constraints. To achieve positive social impact, IDinsight:

- *Supports partners with the full “data and evidence” value chain – from primary data collection to data systems, monitoring, evaluation and learning tools, and data science.*
- *Informs funding decisions – toward high-impact initiatives and away from less effective programmes or approaches.*



- *Creates cutting-edge AI-for-good products that make the delivery of social interventions and learning tools more cost-effective and scalable.*

The Role

Role: *Associate Director and Director*

Location: *Manila or Jakarta*

Salary: *TBC*

Job Summary

IDinsight Associate Directors and Directors are senior leaders who drive IDinsight's mission and strategy at scale, shaping evidence-informed decisions that improve lives in some of the world's most underserved communities. They take on expanded organizational, strategic, and client development responsibilities that shape not just individual projects but IDinsight's trajectory as a whole.

Responsibilities

They are responsible for the following areas of work:

Client development and engagement

- *Serve as a trusted advisor and primary point of contact for senior counterparts in governments, foundations, and NGOs, applying deep sectoral expertise to proactively identify opportunities, anticipate client needs, and stay ahead of ecosystem shifts*
- *Drive client development efforts through active origination of new engagements, conversion of leads, and drafting and reviewing project proposals.*
- *Represent IDinsight externally through thought leadership and public communications (including identifying and attending forums, convenings, and producing written outputs) that advance IDinsight's profile and influence.*

Project and portfolio oversight

- *Lead 3-5 concurrent projects, managing cross-functional dependencies, anticipating risks, and adjusting resources and priorities proactively in close collaboration with internal Leadership and functional teams.*



- *Maintain a deep understanding of technical requirements across projects and proactively bring in internal or external expertise to address complex challenges and uphold project quality.*
- *Own the quality and strategic alignment of key deliverables, by guiding teams in structuring and positioning outputs and by building systems, norms, and a culture of quality*
- *Communicate proactively with clients, senior leadership, and project teams about changes, roadblocks, and delays, framing challenges constructively and anticipating organizational and client needs before they escalate.*

Financial management

- *Demonstrate a strong understanding of IDInsight's business model and contribute to a financially sustainable region through sound strategic decision-making and resource stewardship.*
- *Review budget design and resource allocation processes, ensuring financial planning supports quality delivery, funder expectations, and organizational growth.*
- *Build trust with clients and funders through timely, accurate, and strategic financial reporting.*

People development and team leadership

- *Foster a culture of feedback and psychological safety in which all team members feel empowered to share recommendations, voice concerns, and engage in candid, constructive dialogue.*
- *Champion the professional development of individuals and teams, identifying growth opportunities, supporting recruitment efforts, and contributing to a positive and high-performing team.*
- *Drive knowledge-sharing, cross-office collaboration, and internal training initiatives that strengthen IDInsight's collective capacity.*
- *Support DEI working groups and team-building activities, actively contributing to an inclusive, equitable, and cohesive organizational culture.*

Candidate profile

Client development and management

- *Demonstrated ability to lead and grow high-profile client relationships, with experience in business development, proposal writing, and senior-level client engagement.*
- *Outstanding stakeholder management skills, with a track record of navigating complex partnerships across governments, donor organizations, NGOs, and senior leadership.*



- *Exceptional written and verbal communication skills, with the ability to translate complex findings into clear, strategic recommendations for executive, donor, and policy audiences.*

Technical and project management

- *Advanced analytical and methodological expertise, with the ability to design and oversee rigorous econometric analyses, mixed-methods research, and complex evaluation frameworks across multiple projects.*
- *Strong project management skills, with the ability to oversee multiple projects simultaneously, delegate effectively, and ensure high-quality, on-time delivery.*
- *Proven ability to develop talent, coaching managers and senior staff, building analytical capacity, and fostering high-performing, collaborative teams.*

Behaviors and mindsets

- *Proactive and solutions-oriented, with the ability to anticipate obstacles, navigate ambiguity, and drive initiatives forward independently.*
- *Deep commitment to IDInsight's mission and a genuine passion for evidence-informed decision-making that improves lives in underserved communities.*
- *High emotional intelligence, with the ability to manage sensitive interpersonal dynamics, build trust, and inspire teams through challenge and change.*
- *Experience working across diverse cultural and geographic contexts, and a commitment to building inclusive teams and centering equity in research design, client engagement, and organizational culture.*
- *Resilient, self-aware, and open to feedback, modeling a continuous growth mindset and encouraging the same in others.*

Location

Candidates will be based in IDInsight's Manila office with possible significant regional travel depending on project needs and organisational expansion.

Work authorisation

IDInsight sponsors employment visas for all nationalities; however, we will prioritise candidates who do not require IDInsight to sponsor work authorisation in the Philippines. All candidates who are not currently located in the Philippines will be expected to relocate at the onset of their employment.

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 the 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: 21st September 2026

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 Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of IDinsight's 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 nsutcliffe@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 and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: oxfordhr.com