

ROLE PURPOSE

Role Title: Program Manager - CBP	Division: Programs & Partners	Location: Laos	Date: August 2026
Employment type: Full-time, fixed contract with flexible work arrangement	Reports to: Director of Partnerships, Cure Blindness Project (CBP) and FHF Country Manager	Number of direct reports:	Leadership Band: Leads Others

Purpose of the role:

The Program Manager is accountable for the planning, coordination and delivery of programs aligned with agreed priorities between The Fred Hollows Foundation (FHF) and Cure Blindness Project (CBP), ensuring effective stakeholder engagement, quality implementation, compliance, and sustainable program outcomes that contribute to strengthening health systems and reducing avoidable blindness in Lao PDR.

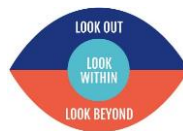
The Program Manager will own the outcomes of:

1. **Program Delivery and Performance** - Coordinate and support the implementation, monitoring and delivery of programs aligned with agreed FHF and CBP priorities, donor requirements, and strategic objectives.
2. **Program Management and Compliance** - Ensure effective program management, reporting, financial oversight, compliance, safeguarding, risk management, and accountability across assigned programs and partnerships.
3. **Stakeholder and Partnership Management** - Build and maintain effective relationships with government stakeholders, implementing partners, donors, NGOs, professional associations, CBP and other external stakeholders to support program outcomes and systems strengthening efforts.
4. **Strategic Planning and Growth** - Support the development of new projects, proposals, partnerships and funding opportunities aligned with local needs, country priorities and strategic objectives.
5. **Collaboration and Coordination** - Work across FHF, CBP and partner teams to strengthen coordination, operational effectiveness, learning and integration across programs and activities.
6. **Capacity Strengthening** - Support, mentor and build capability within program teams, partners and stakeholders to strengthen leadership, accountability, program quality and sustainable delivery.
7. **Representation and Engagement** - Represent FHF and CBP, as appropriate, in meetings, forums, technical working groups and stakeholder engagements to strengthen partnerships, influence and collaboration in support of eye health outcomes.
8. **Organisational Learning and Improvement** - Capture and share lessons learned, good practice and insights to support program improvement and inform future initiatives.
9. Other tasks as requested by your manager

Our Capabilities:

As a member of The Foundation Family, you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute to all interactions.



Essential Experience:

- Minimum five years of experience in program or project management within international development, public health, or related sectors.
- Experience managing donor-funded programs, including implementation, reporting, monitoring, and compliance requirements.
- Demonstrated experience managing partnerships and engaging with government, NGOs, and other stakeholders.
- Experience leading or coordinating cross-functional teams and supporting program staff.
- Experience working in complex, multi-stakeholder environments.

Skills:

- Program and project management capability.
- Effective stakeholder engagement and relationship management skills.
- Financial management, budgeting and reporting capability.
- Clear and effective written and verbal communication skills.
- Ability to manage competing priorities and work across multiple initiatives.
- Sound planning, coordination and problem-solving skills.
- Ability to work effectively across organisations, cultures and stakeholder groups

Desirable Experience:

- Experience in eye health, public health, disability inclusion, or health systems strengthening.
- Experience working within the international development or NGO sector.
- Experience supporting advocacy or system strengthening initiatives.
- Experience working with government health systems and national stakeholders.

Qualifications:

Bachelor's degree in Public Health, International Development, Social Sciences, Health Sciences, Business, or a related field.

Postgraduate qualifications in a relevant discipline are desirable.

Travel:

Domestic and international travel may be required.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect

This position does involve "Working with Children" either direct or indirect.

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways which safeguard the health and safety of workers.

To work in The Foundation, you will:

- Be eligible to work in Laos and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children