

ROLE PURPOSE



Role Title: China Country Director

Division: Global Programs

Location: Kunming or Beijing, China

Date: ASAP

Employment type: Full time, Permanent with flexible work arrangement

Reports to: Chief of Programs & Partnerships (in consultation with China Board Chair)

Number of direct reports: 4

Leadership Band: Leads Function

Purpose of the role:

The China Country Director is accountable for leading and managing The Foundation's work in Mainland China, and in close collaboration with Chief of Hong Kong and Macau. Reporting to the Global Chief of Programs and Partnerships and guided by the China Board and Executive Leadership. This role sets strategic direction, ensures the effective design and delivery of country strategies, drives programs excellence, sets budgets, and fosters strong relationships with partners, stakeholders, and donors, while carrying a strong stewardship responsibility to safeguard The Foundation's resources, reputation, and relationships, ensuring they are managed responsibly, transparently, and sustainably to maximise impact.

The **China Country Director** will own the outcomes of:

1. Strategic Leadership:

- Develop, communicate, and implement the China Country Strategy in alignment with The Foundation's global strategy, values, and operating model.
- Lead localisation planning in China, ensuring governance, structure, and strategy are future-fit.
- Work in partnership with the Chief of Hong Kong & Macau to ensure joined-up planning and resource mobilisation.

2. Program Excellence:

- Oversee the planning, implementation, monitoring, and evaluation of all programs to ensure high-quality, timely delivery and measurable impact, led by China Senior Management Group.
- Provide oversight of local programming in Hong Kong in close collaboration with local leadership
- Ensure programs reflect best practice, are evidence-based, and advance eye health systems strengthening.

3. Business Planning and Partnership Building:

- Lead the planning, forecasting and partnership building for the China localisation strategy and lead the transformational change required to implement localisation, including investment strategies.
- Build and strengthen partnerships with governments, multilateral institutions, health agencies, and private sector actors.
- Partner with Hong Kong & Macau leadership to deliver a Greater China resource mobilisation strategy at scale, including engagement with CIDCA, corporates, and local philanthropists.

4. Representation, Stakeholder Engagement & Advocacy:

- Represent The Foundation to senior government stakeholders, partners, donors, and civil society in China and Greater China.
- Advocate for the eye health agenda within national development priorities.
- Elevate The Foundation's profile as a trusted partner of choice.

5. Governance & Compliance:

- Ensure the China entity meets all legal, regulatory, governance and donor requirements, providing accurate and timely reporting to the China Board and Executive Leadership.
- Accountable for the management of The Foundation's resources, funds, assets, and partnerships in China, maintaining transparency and integrity in all operations.

6. Financial Sustainability:

- Lead the budgeting process, ensure sound financial planning and management, and work with fundraising teams to identify, secure, and manage diverse funding sources.

7. People Leadership:

- Build, lead, and develop a high-performing country team, fostering a culture of accountability, collaboration, and innovation.

8. Networked Leadership & Collaboration:

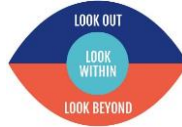
- Actively contribute to a connected leadership model by working across countries, clusters, and global teams to share responsibility for decisions, align strategies, share knowledge and resources, and connect local impact with global goals to strengthen results and amplify collective impact.

9. Other duties as required by line manager and China Board.

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:

- Extensive leadership experience in public health, international development, or related sectors within China and internationally.
- Proven record in strategic planning, financial planning, program management, and delivery of complex health or development programs.
- Experience in build strategic partnerships and working with major institutional donors such as CIDCA
- Strong experience engaging with Boards, senior government officials, and multi-lateral agencies.
- Demonstrated success in fundraising and managing donor relationships.
- Proven experience managing multi-disciplinary teams in a global, cross-cultural context.
- Demonstrated track record in stewardship of funds, resources, and partnerships.

Skills:

- Strategic thinking, able to anticipate challenges and identify opportunities.
- Exceptional interpersonal and relationship-building skills, with strong political and cultural awareness.
- High-level advocacy and representation skills, including public speaking and media engagement.
- Strong financial acumen, with the ability to oversee budgets and resource allocation effectively.
- Change management capability to drive organisational effectiveness.
- Commitment to transparency, ethical practice, and safeguarding organisational reputation.

Desirable Experience:

- Exposure to eye health or health systems strengthening programs.
- Experience expanding and scaling programs in China.
- Experience on strategic engagement for resource mobilization in mainland and greater China region.

Qualifications:

Minimum with Master's degree in public health, International Development, or related field (or equivalent experience).

Travel:

Domestic and limited international travel as 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 China 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