

ROLE PURPOSE

Role Title: Country Manager – Laos

Division: Programs & Partners

Location: Vientiane, Lao PDR

Date: May 2026

Employment type: Full time, Permanent contract with flexible work arrangement

Reports to: Cluster Director – ASEAN

Number of direct reports: 5

Leadership Band: Leads Function

Purpose of the role:

The Country Manager – Laos leads The Foundation’s presence and country program in Lao PDR, ensuring the strategic planning and delivery of programs aligned with the Foundation’s global strategy and values. The role leads the country team, builds partnerships with government, donors and implementing partners, represents the Foundation in advancing the national eye health agenda, and ensures strong governance, financial stewardship and program sustainability while contributing to cluster collaboration and organisational priorities.

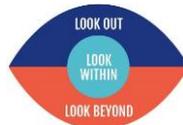
The Country Manager – Laos will own the outcomes of:

1. **Country Strategy and Program Leadership** - Lead the development and implementation of the Laos country strategy, resource plans and program portfolio aligned with The Foundation’s strategic priorities.
2. **Program Delivery and Impact** - Provide strategic oversight to ensure high-quality and sustainable program implementation, monitoring and evaluation, and achievement of program outcomes.
3. **Partnerships, Advocacy and Stakeholder Engagement** - Build and maintain strong relationships with government ministries, development partners, civil society organisations and other stakeholders to advance the national eye health agenda.
4. **Governance, Compliance and Risk Management** - Ensure the country office and programs operate in compliance with local laws, donor requirements and The Foundation’s policies and standards.
5. **Financial Stewardship and Resource Mobilisation** - Oversee country program budgets and financial performance while identifying opportunities to strengthen funding partnerships and long-term program sustainability.
6. **People Leadership and Team Development** - Lead and develop the Laos team by fostering a positive, inclusive and high-performing work environment that supports collaboration, learning and capability development.
7. **Contribution to Cluster and Organisational Priorities** - Collaborate across country teams and cluster functions, share insights and learning from Laos, and contribute to cluster and organisational priorities that strengthen the Foundation’s overall impact.
8. **Funding Raising:** Contributing to fund raising work, diversifying funding sources by exploring various funding channels beyond traditional grants, maintain and nurture relationships with donors, collaborate with fund raising teams to maximise the impact of proposals to support the country programs and the organisation.
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:

- Significant experience managing public health or development programs in Lao PDR or similar contexts.
- Demonstrated experience leading and developing multidisciplinary teams.
- Strong experience in strategic program planning, implementation and monitoring.
- Experience engaging with senior government stakeholders, donors and development partners.
- Experience managing budgets, compliance and organisational resources.

Skills:

- Strong leadership and team management capability.
- Strategic thinking and problem-solving ability.
- Strong stakeholder engagement and influencing skills.
- Financial and operational management capability.
- Strong communication and relationship-building skills in multicultural environments.

Desirable Experience:

- Experience in international development or non-profit organisations.
- Experience in eye health or health system strengthening programs.
- Experience in resource mobilisation and partnership development.

Qualifications: Master’s degree in Public Health, International Development or a related field.

The position involves:

This position is recognised as having “Contact with Children” either direct or indirect (**note: all positions are classified as having indirect or incidental contract with children**)

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

Travel:

Additional Responsibility:

Frequent travel within Lao PDR and occasional international travel.

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

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