

Candidate Brief for the position of Executive Director The Border Consortium



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About The Border Consortium

The Border Consortium (TBC), a non-profit, non-governmental organisation (NGO), is an alliance of partners working together with displaced and conflict-affected people of Myanmar to address humanitarian needs and to support rights-based community-driven approaches in pursuit of peace and development.



TBC envisions a peaceful Myanmar where there is full respect for human rights, diversity is embraced, and communities are able to prosper. It upholds the following values of Dignity and Respect, Partnership, Empowerment, Reliability, Justice and Equity, which is how it has continued to work successfully with its beneficiaries and partners.

Background

Since its establishment in 1984 in Thailand to assist refugees fleeing Myanmar, TBC has played a lead role in the context, working in close partnership with local communities to provide assistance, protection and solutions for refugees in the nine refugee camps along the Thai-Burma border, and through providing emergency assistance to displaced people in Southeast Myanmar.

TBC is the main provider of food and shelter in the camps and plays a key role in the provision of livelihoods, nutrition, camp management support and other areas. It also supports recovery and community-driven development in conflict-affected areas in southeast Myanmar. TBC raised the equivalent of THB 914 million (US\$ 26 million) in 2022 and has 62 staff (roughly half national and half international), who provide support to approximately 87,000 refugees from Myanmar/Thailand.



Opportunity

An exciting opportunity now exists for a new Executive Director to lead the organisation with the support of a highly experienced senior management team. TBC's work is especially essential at a time of increasing instability in Myanmar and escalating displacement, while recent political developments in Thailand present opportunities to advance the rights and protections afforded to Burmese refugees.



The Executive Director will be:

- An outstanding humanitarian leader committed to, and capable of, both promoting TBC's commitment to innovative, community-based approaches and local partnerships while providing vision and leadership at the strategy/policy level when working with governments, donors, UN agencies, non-state actors, NGOs, and CBOs within a complex and volatile operating environment.
- Highly passionate about addressing the needs of refugees, with the ability to influence partner organizations to provide refugee-focused aid.
- Leading in advocacy efforts with all stakeholders while developing a varied donor support base to support TBC's evolving role in responding to displacement from and within Myanmar.
- Providing oversight to the Senior Management Team (SMT) in their day-to-day management of TBC's programmes and organisational development, while ensuring its financial sustainability and relevancy for the future.

Core responsibilities

Strategic Vision and Leadership

- Understanding that TBC operates in a highly complex environment with a diverse set of partners (governments, NGO's, and communities), the incoming Executive Director should have a consultative style of leadership to thoroughly understand the ground situation over a period of time. With that understanding in place, s/he should lead the



development, implementation and review of TBC strategy and organisational policy in consultation with the Board, SMT and key stakeholders.

- Relying on TBC's unique insights and strengths, lead the development and implementation of a clear vision for TBC's response to displacement within and from Myanmar and its role in promoting the rights of all conflict-affected Burmese people.
- Develop and enhance leadership, collaboration, complementarity and coordination among diplomats, donors, government authorities, ethnic organisations, UN agencies, NGOs and CSOs through engaging in inter-agency and cross-sectoral forums and other strategic initiatives.
- Ensure TBC's operations are strategically aligned, reflect TBC's vision, mission, values and policies, satisfy legal and organisational requirements, and match available resources.
- Promote innovative rights-based and community-driven responses to complex emergencies and protracted displacement.
- Ensure support for effective TBC governance and management through facilitating the work of the Board, and fostering effective teamwork between the Board and SMT.
- Identify, assess, and inform the Board of internal and external risks, challenges and opportunities of relevance to the organization, develop and steward joint strategic initiatives with the Board or its individual members, and provide comprehensive regular reports on finance, and performance and variance against TBC's strategy.

Advocacy & Representation

- Develop TBC policy positions in consultations with the Board and Program Directors, and lead TBC advocacy with government authorities, diplomatic missions, and other key stakeholders to ensure equitable access to assistance, protection and durable solutions for conflict and displacement-affected populations in Thailand and Southeast Myanmar.
- Act as a spokesperson for the organization, sharing this duty with others, including those with lived experience of displacement, as appropriate. Actively participate in national and regional fora and networks and lead where TBC can influence key stakeholders.
- Assume a leadership role in coordinating and representing counterpart NGOs when necessary and serve as a liaison with high-level Thai authorities, to create successful partnerships which can help the Burmese refugees.
- Develop and advance TBC's national and regional reputation as a key provider of innovative services and protections to Burmese refugees, and a trusted and respected voice in advancing the rights of Burmese displaced people through evidence-based policy and other engagements.
- Provide up-to-date information and analysis on the political and humanitarian context in southeast Myanmar and Thailand/Myanmar border to relevant stakeholders.
- Develop, implement, and review TBC's advocacy strategy, in consultation with the Board, SMT and members. Foster partnerships and relationships to advance the rights of Burmese displaced people.



Resource Mobilization

- Work with the Board, TBC members, staff, and donors to secure varied, flexible and reliable funding for programmes and operations.
- Advance the donor community's knowledge and understanding of displacement within and from Myanmar and TBC's key role in developing programmatic and policy responses to it.
- Develop and steward relationships with current and prospective funders and donors.
- Advance TBC's reputation and influence with funders and donors.
- Research new funding sources and develop and implement plans to cultivate these opportunities.
- Ensure that TBC has strong staff and systems for development of funding and assist staff to achieve the organization's fundraising goals.

Operational / Programme Planning & Management

- Oversee the operational planning, implementation and evaluation of the TBC's programmes and services.
- Support and supervise the members of the SMT to ensure efficient and effective day-to-day operations and chair regular SMT meetings to ensure a cohesive and collaborative approach to operational and programme planning and management.
- Oversee updates of TBC Policy and Procedures on an annual basis and ensure revisions as required to promote accountability, inclusivity, and transparency amongst staff.
- Ensure organisational policies are regularly reviewed and updated so that they remain relevant and in active use.
- Provide secretariat support to the Board for meetings and governance of the organisation.
- Promote a positive, healthy, and safe work environment, ensure staff well-being, and ensure staff have appropriate orientation, training, mentoring and professional development opportunities.
- Work with the Finance department, SMT and the Board to prepare annual budgets.
- Approve expenditures within the authority delegated by the Board.
- Oversee the organization's fund management according to the approved budget and monitor monthly cash flow.
- Ensure that TBC and the Board carries appropriate and adequate insurance coverage.



The Individual



Essential experience

- Senior leadership experience (governance, management and organisational development), especially with strategic leadership and vision in turbulent operating contexts.
- 10+ years of relevant humanitarian/development experience, including several years' experience in senior management or leadership roles.
- Proven leadership experience in knitting together diverse stakeholders (NGO's, local government and beneficiaries) to solve issues within complex geopolitical environments.
- Demonstrated capacities in humanitarian advocacy responding to complex emergencies and protracted displacement, and in growing the influence-effectiveness of an organization.
- Ability to interact with people from all walks of life, ranging from refugees, local government officials, international NGO staff and donors.
- Demonstrated capacities in resource mobilisation/fundraising from donors and in developing new sources of funding.
- Commitment to localisation, accountability to affected populations, community-based approaches and demonstrated experience in localised ways of working.

Desired experience

- Knowledge, networks and experience working with the Royal Thai Government.
- Knowledge, networks or experience working with the dynamics of protracted conflict in Myanmar.



Search Process

Approach candidates

We will have an initial discussion with you over the phone to determine your interest and suitability for this role and discuss a little about your background and aspirations.

Interview candidates

Once your interest and suitability has been determined we will arrange for you to meet with the Partner leading this search. Ahead of the shortlist stage, we require every candidate to sign the authorisation and consent form for data protection purposes and to enable us to complete the professional qualifications check(s). The form explains the additional personal data that we will be collecting and the rationale for consent under data protection legislation. It will also name the client with whom we will share the data.

Short listing

Having met with candidates who will differ on experience, ambition and background, we will put forward a number of candidates whom we feel most meet the criteria.

Meeting our clients

The Border Consortium will meet the candidates on the shortlist. This will give you the opportunity to really understand the role, the company culture and their expectations of you. You will more than likely have multiple meetings with key stakeholders to get a feel for the business.

Due diligence

As you will appreciate, you will have conducted due diligence on The Border Consortium and they will expect us to do the same for the candidates who they anticipate would really bring that 'something special' to the business.

Offer and acceptance

The Border Consortium puts together the offer which we convey to you. We will fully support you through your resignation period and beyond.

Ongoing communications

We like to maintain contact with all candidates from a search. If you have been successful in this activity, we will meet with you after your first month to ensure that your expectations have been met. If you have not, we will ensure that you gain full feedback and we will maintain a relationship with you for the future.

Confidentiality

We guarantee that any approach we make to you and any discussions we have will be in the strictest confidence. Any discussions will be conducted under the terms of a formal nondisclosure agreement.



About Odgers Berndtson

For over 50 years, Odgers Berndtson has helped some of the world's biggest and best organisations find the senior talent to drive their agendas.

We deliver executive search, assessment and development to businesses and organisations varying in size, structure and maturity. We do that across over 50 sectors, whether commercial, public or not-for-profit and draw on the experience of more than 300 Partners and their teams in 32 countries.

Search partnerships

Odgers Berndtson's strength lies in the partnerships we develop to address that need. We form strong relationships with the most talented people, with those seeking them and between our own teams globally to bring both sides together. It is because of our deep, non-transactional and lasting partnerships, that our clients can acquire, develop and retain their strongest leaders.

Client partnerships

We're in the business to help clients uncover the best people for their strategies. We take the time to immerse ourselves in your business and learn the challenges you face. At times, we may challenge your thinking to take the best possible people into consideration.

We remain with you as partners beyond the search. These deep, long-term partnerships provide us with the perspective to get each search right. And building those partnerships starts with a single conversation.

A focus on candidate care

Whether we are contacting you about a search or offering career guidance, we strive to always be professional, courteous, rigorous and honest.

We invest in building non-transactional partnerships outside the search process, whether the client appoints you or not. Our focus on a constructive candidate experience does not just provide clients with engaged candidates, it means that you can trust our advice throughout your executive career.

A freethinking, collaborative culture

Odgers Berndtson is a global partnership of businesses unrestricted by rules, short-term thinking or silos. We combine the freedom to consider the future with the agility to act today.

Across our global network we draw on our experience, expertise and contacts to deliver the best possible search. In so doing, we build teams combining sector, function and regional knowledge. We prefer these partnerships to big personalities. It's why clients consistently tell us that our culture is a point of difference, and a position of strength.



Candidate Charter

Talented people are our lifeblood

Whether we approach you about a specific opportunity, or you contact us to share your biography and career ambitions, we want you to have a constructive experience of engaging with Odgers Berndtson.

We recognise that we have a commitment to you as well as to our client, and we undertake that our dealings with you will be professional, courteous, rigorous and honest.

We will:

- Approach you after considered analysis and in relation to roles where we think there is a strong match. Your time is valuable; we don't want to waste it.
- Work to make your candidacy as strong as it can be.
- Represent you effectively and discreetly to our client, based on accurate information that you give us in confidence.
- Be inclusive, open and fair-minded.
- Keep you informed, communicating outcomes promptly, and giving fair and honest feedback where we can.
- Celebrate your success in the event of a successful outcome and share any lessons in the event of disappointment.
- Take a long-term view, recognising that you have a multi-year view of your own career. Where possible, we will help you fulfil your ambitions.
- Embrace continuous improvement, for example by carrying out regular independent audits of those we shortlist for roles.

If ever you feel we have not lived up to the letter or spirit of this charter, please tell us. We want to know. Email our Managing Director, Asia Pacific at markb@odgersberndtson.com.





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