

# Regional Director, East and South East Asia and Oceania Regional Office (ESEAOR)

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**Perrett  
Laver**

AMERICAS ASIA PACIFIC EMEA



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# Introduction

From Dr Alvaro Bermejo, Director General

I am delighted that you are interested in becoming IPPF's Regional Director, East and South East Asia and Oceania Regional Office (ESEAOR) at this critical time for sexual and reproductive health and rights. Our Federation of Member Associations is at the forefront of ensuring that the largest ever global generation of young people experience positive attitudes and opportunities so that they can exercise their sexual and reproductive rights.

Our Federation is proud to be locally owned and globally connected. IPPF is successful at doing what it does, thanks to the commitment and dedication of its volunteers, employees and supporters. With a new Strategic Framework, on-going focus on performance and being financially healthy we have a solid foundation to meet the opportunities and challenges ahead. We have a newly elected Governing Council and having just been selected as the new Director General, I am configuring the senior team to drive our next phase of growth and development.

I would invite you to take this opportunity to see how your leadership can contribute towards our strategy. We are looking for a strategic leader who is results orientated, an operational manager who can engage and communicate effectively with a wide variety of important audiences including Member Associations, an experienced advocate and networker who can oversee IPPF's high level relationships, have strong political acumen with the ability to act as international spokesperson and effectively manage the political process of the deliberative bodies. You will also be part of the Directors Leadership Team which drives strategy and operations across IPPF Central Office and Regions.

If this is your passion, and your personal commitment is backed with the skills and experience for this exciting global role, please take the next step and apply.



# Who we are

The International Planned Parenthood Federation (IPPF) is a global service provider and leading advocate of sexual and reproductive health and rights for all. We are a worldwide movement of national organisations working with and for communities and individuals.

In the early 1950s, a group of women and men started to campaign vociferously and visibly for women's rights to control their own fertility. Family planning as a human right challenged many social conventions. Campaigners faced great hostility to gain acceptance for things that we take for granted today. Some were imprisoned, but they emerged determined to work with different cultures, traditions, laws and religious attitudes to improve the lives of women around the world. And so, in 1952, eight national family planning associations founded the Federation.

65 years later, the U.K registered charity, is a Federation of 165 Member Associations and collaborative partners in six regions.

As a condition of membership, all Member Associations are required to meet ten fundamental principles and 49 separate standards through an accreditation process repeated every five years.

The principles require that an organisation is:

1. Open and democratic
2. Well-governed
3. Strategic and progressive
4. Transparent and accountable
5. Well-managed
6. Financially healthy
7. A good employer
8. Committed to results
9. Committed to quality
10. A leading non-governmental organisation in its country.



# Who we are continued

164 Member Associations and collaborative partners in six regions



251m

condoms  
distributed



112.4m

people  
reached with  
positive SRHR  
messages



5.8m

unintended  
pregnancies  
averted\*



41%

of our services  
were delivered  
to young people  
under 25 years old



1.5m

unsafe  
abortions  
averted\*



3.2m

people received  
SRH services in  
humanitarian  
settings



28.1m

Young people  
completed a  
quality-assured  
CSE Programme



59.6m

people received  
services from  
IPPF



8 in 10

were poor and  
vulnerable



# Strategy

IPPF's Strategic Framework (2016-2022) is a bold and aspirational vision of what we plan to achieve, and how we will achieve it, over the next seven years. With a dashboard of results to monitor performance we intend to be accountable for those strategic commitments.

Following extensive and engaging consultation, our diversity of Member Associations have aligned their own national strategic plans to the new Strategic Framework. The Secretariat have put in place a four-year Implementation Plan (2016-2019) as to how they can contribute towards the strategy as well as support the Member Associations so that we are a high performing and accountable Federation.

Key to our future success will be the ability to raise resources and secure financial sustainability.

Our core values guide the way we undertake our work. We believe:

- in social inclusion with a demonstrated commitment to enable the rights of the most under-served to be realised;
- in diversity, respecting all regardless of their age, gender, status, identity, sexual orientation or expression;

- our passion and determination inspires others to have the courage to challenge and seek social justice for all;
- in the significant contribution our volunteerism delivers across a range of roles and as activists inspiring the Federation to advance its mission; and
- in accountability as a cornerstone of trust which is demonstrated through high performance, ethical standards and transparency.



## OUR VISION

ALL PEOPLE ARE FREE TO MAKE CHOICES ABOUT THEIR SEXUALITY AND WELL-BEING, IN A WORLD WITHOUT DISCRIMINATION



## IPPF'S MISSION

TO LEAD A LOCALLY OWNED GLOBALLY CONNECTED CIVIL SOCIETY MOVEMENT THAT PROVIDES AND ENABLES SERVICES AND CHAMPIONS SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS FOR ALL, ESPECIALLY THE UNDER-SERVED

## OUR VALUES





# Structure and governance

## Board

IPPF have national, regional and global Board structures based on democratic principles that ensure gender equality and that champion the participation and leadership of young people.

In November 2016, the Governing Council agreed unanimously on a far-reaching series of reforms that aim to make decision-making quicker, guarantee the quality of board members and gain the best possible external-expertise to support IPPF's work. In November 2017, the size of the Governing Council reduced from 24 to 18 members, six external advisors have been appointed following an open recruitment process and a third of the Governing Council are under the age of 25. These changes together with performance reviews for all members before being considered for re-election, and the staggering of elections with the appointment of one-third of members every year will help ensure IPPF displays global best practice in areas of governance.

## Secretariat

With a Central Office based in London, U.K. the Secretariat has employees located in 12 locations with six Regional Offices. The role of the Secretariat continues to evolve but key aspects include policy design and implementation, global programme delivery, advocacy, resource mobilisation and business development, organisational capacity building, learning and evaluation, communications, governance and accreditation. This role reports to the Director-General, Dr Alvaro Bermejo who is the Chief Executive of the Secretariat.

## Volunteers

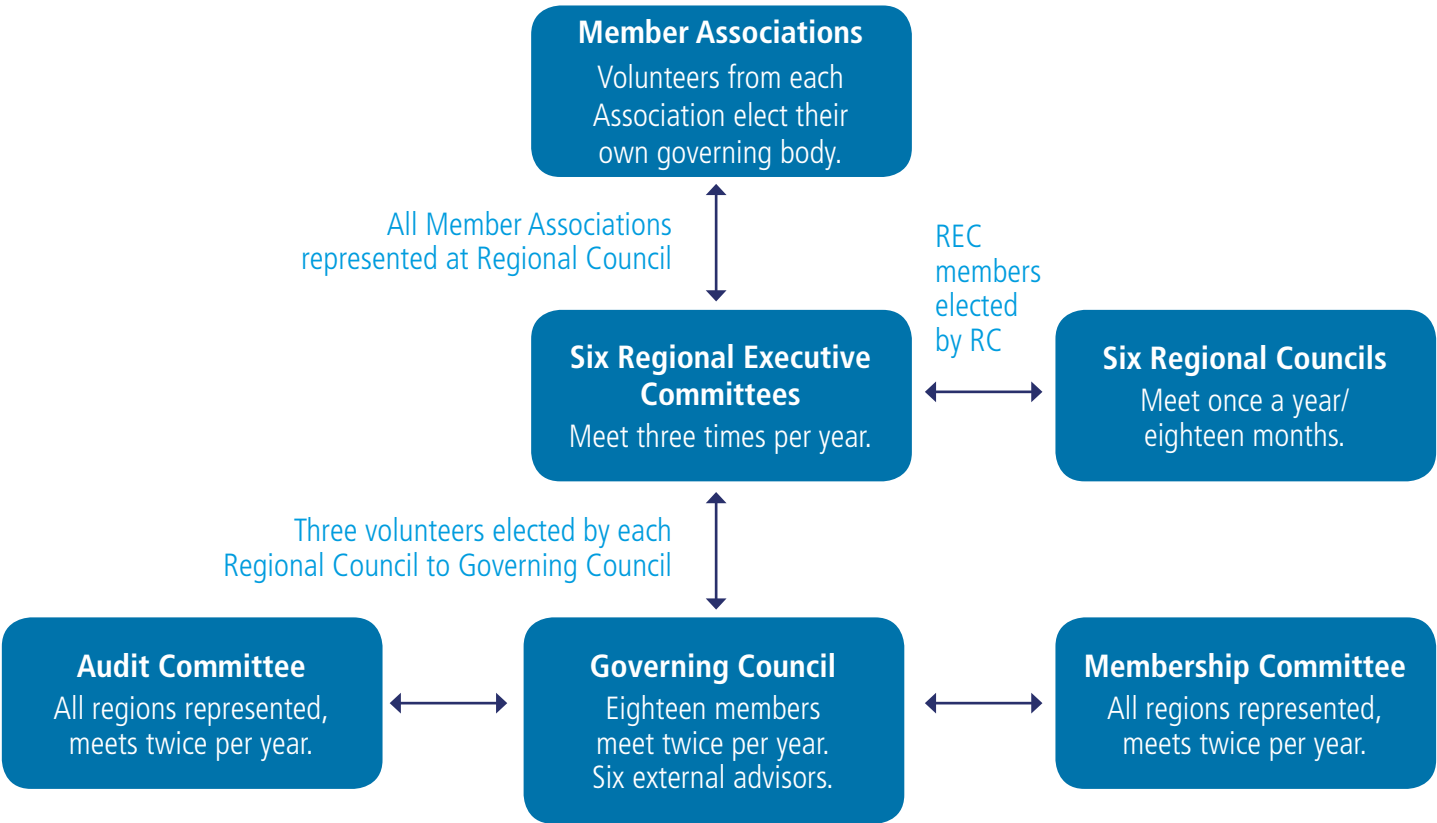
IPPF has the largest global reach of any sexual and reproductive health organisation due to its dedicated volunteers. Hundreds of thousands of people work with the organisation at the grassroots level. They come from all kinds of backgrounds. Most have been directly affected by sexual and reproductive health and rights issues. Many are part of the most marginalised communities we seek to reach.



# Structure and governance

## Partnerships

IPPF engages with a wide range of partners and supporters seeking to build effective linkages between national, regional and global fora. A wide range of governments support the work of the Federation including; Australia, China, Denmark, Finland, Germany, Ireland, Japan, Malaysia, The Netherlands, New Zealand, Norway, The Republic of Korea, Sweden, Switzerland and the United Kingdom. In addition, a range of multilaterals and foundations have partnered with, or supported, IPPF including; UNFPA, UNAIDS, UNDP, WHO, European Commission, Global Fund, Bill & Melinda Gates Foundation, Ford Foundation, William and Flora Hewlett Foundation, John D and Catherine T MacArthur Foundation, David & Lucille Packard Foundation, along with a range of others including private individuals. Private sector partnerships include Bayer Health Care, Durex and the Reproductive Health Supplies Coalition.



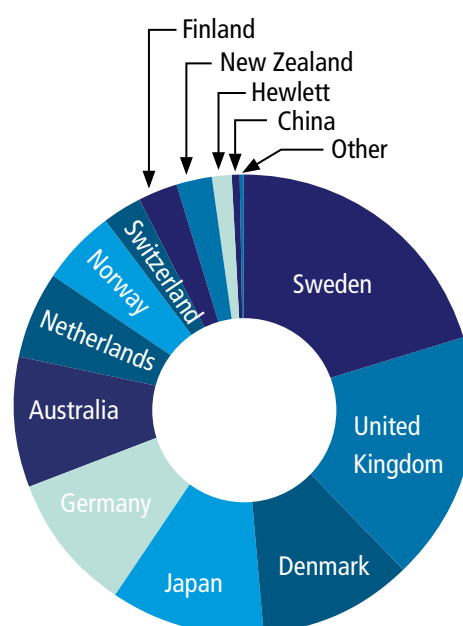


# Finances

We are committed to growing revenue to deliver our strategic ambitions. The widely publicised imposition of the Global Gag Rule in 2017 will see significant funding cuts and resulting threat to the vital work our Member Associations undertake. But many other donors have also reacted to that and we are seeing many positive responses through the She Decides campaign.

Member Associations continue to diversify their funding streams with less dependence upon funds channelled directly through IPPF. In 2016, whilst the income raised by the Secretariat was US\$130 million the total income generated by Member Associations, who receive unrestricted grants from IPPF, rose to US\$291 million. Between 2010 and 2015, our Member Associations income was US\$2.1 billion whilst the Secretariat raised US\$775 million. As we continue to diversify funding across governments, trusts and foundations we are also seeking public-private partnerships. Social enterprise initiatives are also being spearheaded and as a Secretariat we are facilitating learning and experience sharing to best support such funding channels.

**Secretariat  
Unrestricted  
Income 2016:  
US\$66.97 million**



# East and South East Asia and Oceania Regional Office (ESEAOR)



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## IPPF ESEAOR Office:

East and South East Asia and Oceania Regional Office (ESEAOR) is comprised of 22 Member Associations (MAs) and three collaborative partners.

The Regional Secretariat for the 22 MAs is made up of two offices: the Regional Office based in Kuala Lumpur, Malaysia, and the Sub-Regional Office for the Pacific (SROP) in Suva, Fiji. The Regional Office with its Sub-Regional Office for the Pacific (SROP) in Suva, Fiji, serves as Regional Secretariat for its 25 Member Associations (MAs).

The Regional Office plays an important role in building stronger in-country institutions, focusing on adapting good Governance and management practices, building capacity in the areas of programme delivery, resource mobilisation and data management, thereby promoting a favourable environment towards sexual and reproductive health and rights (SRHR) across the region.

## Sub-Regional Office for the Pacific

The Sub-Regional Office for the Pacific (SROP) is a component of the East and South East Asia and Oceania Region (ESEAOR) based in Suva, Fiji. SROP is responsible for the nine Member Associations (MAs) of the Pacific Region, namely:

- Cook Islands
- Fiji
- Kiribati
- Papua New Guinea
- Samoa
- Solomon Islands
- Tonga
- Tuvalu
- Vanuatu

The ESEAOR office also works very closely with various UN and international and intergovernmental agencies creating a momentum and pathways for adoption of charters/ mandates by Governments across the region, to uphold the sexual and reproductive health and rights of all.



# East and South East Asia and Oceania Regional Office (ESEAOR)

## History

The South East Asia and Oceania Region (SEAOR) and Western Pacific Region (WPR) were established in 1952. To cope with the rapidly expanding family planning programmes, the Regional Office for SEAOR was transferred to Kuala Lumpur, Malaysia in 1970. With this move, the Regional Office evolved into a service centre that provides Member Associations with technical guidance and back-up services to implement their programmes.

The East and South East Asia and Oceania Region (ESEAOR) became a 'Double Region' when SEAOR and the Western Pacific Region (WPR) merged into one region in 1974. Since then, IPPF ESEAOR has seen a steady increase in membership. As of 2016, IPPF ESEAOR works in 25 countries with 22 full MAs (Australia, Cambodia, China, Cook Islands, Democratic People's Republic of Korea, Fiji, Hong Kong, Indonesia, Japan, Kiribati, Republic of Korea, Malaysia, Mongolia, New Zealand, Philippines, Samoa, Solomon Islands, Thailand, Tonga, Tuvalu, Vanuatu and Vietnam) and 3 collaborative partners (Lao PDR, Myanmar and Papua New Guinea).

## Our priorities and results in the region

### Women and girls

Gender inequality restricts women's sexual and reproductive health and rights. The world's poorest young women and girls are disproportionately affected. Two-thirds of the 1.4 billion living in extreme poverty are women. Without access to their basic human rights these women lack the ability to have control over their own bodies and ultimately, their future. They aren't able to protect themselves from STIs, unplanned pregnancies or gender-based violence.

Poor sexual and reproductive health outcomes represent one-third of the total global burden of disease for women aged 15-44 years. Unsafe sex is a major risk factor for death and disability in low and middle-income countries. Globally, HIV is the leading cause of death among women of reproductive age.

In 2015, an estimated 82 per cent of all service users in the East and South East Asian and Oceania Region were women and girls. In addition, East and South East Asian and Oceanic Member Associations also provided:

- Over 270,000 abortion-related services
- 2.7 million HIV-related services
- 1.3 million gynaecological services
- Over 726,000 obstetric services

## Youth

Today the world is home to 1.8 billion young people under the age of 25. This is the largest generation of young people, ever, and are a vastly diverse group of individuals.

Many become sexually active before 15. They are only taught about the biological aspects of reproductive health and not about sexual rights, pleasurable experiences and happy relationships. Often this conservative information comes too late and given after puberty or sexual activity has already started.

42 per cent of young people live in poverty. Their limited access to accurate information and opportunities makes them vulnerable to poor sexual and reproductive health. Importantly, the gains delivered by education in childhood and adolescence – a once-in-a-lifetime opportunity – can never be replicated later in life.

In 2015, IPPF's East and South East Asian and Oceanic Member Associations provided 8.1 million sexual and reproductive health services to young people under 25 years. This represents 41 per cent of all services provided within the East and South East Asian and Oceania Region.

The most common types of services provided to young people in 2015 were contraceptive and HIV-related.

In addition, over 24 million young people in the region completed a comprehensive sexuality education programme delivered by Member Associations.

Significantly, 72 per cent of Member Associations within the ESEAOR Region have 20 per cent or young people under 25 years of age on their governing body.



# East and South East Asia and Oceania Regional Office (ESEAOR)



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## Poor and vulnerable

Sexual and reproductive health and rights are human rights. They are also inextricably linked to economic development, health and sustainability.

The Human Development Index identifies low or medium levels of human development countries, to have disproportionately high levels of maternal and child mortality, unmet need for contraception, HIV prevalence, early marriage and childbearing.

Persistent inequalities are compounded by stigma and myths about HIV, abortion and sex which make key populations more alienated and the need for sexual rights more pertinent.

These marginalised communities have the greatest need for sexual and reproductive health services and include young people, sex workers, men who have sex with men, people who inject drugs, sexually diverse populations and prisoners.

In 2015, IPPF's East and South East Asian and Oceania Member Associations served 7.6 million poor and vulnerable clients. This was 74 per cent of all clients served within the region.

Under-served groups receive services from Member Associations because of a reluctance from public or private partners to work with them.

These groups include young people, sex workers, men who have sex with men, people who inject drugs, sexually diverse populations and prisoners.

In addition, seven East and South East Asian and Oceania Member Associations used IPPF's Vulnerability Assessment methodology to collect data on poverty and vulnerability status of service users.

## Humanitarian

One quarter of people affected by crises are women and girls aged 15-49. At the same time, access to quality services decreases. For many women and girls this can be the difference between life and death from fully preventable and treatable causes.

One in five women are likely to be pregnant and one in five of all deliveries will incur complications. There is heightened risk of early marriage, trafficking, rape and sexual violence, unsafe abortions and unattended births.

Children under the age of 18 years often make up the majority of victims of sexual violence in conflict-affected countries and the transmission of STIs persist at alarming rates, including HIV.

Unwanted pregnancy can also be the result of rape and resorting to sex for survival.

In 2015 IPPF provided critical sexual and reproductive health services to more than two million people. We responded to 61 international emergencies and supported 95 countries.

Our comprehensive range of life-saving services include family planning, safe abortion, sex education, maternal and child health and STI and HIV treatment, prevention and care.

IPPF's capacity development model is unique in the humanitarian space, designed to build emergency preparedness for more timely and effective responses - and prepare for future disasters.

## Programmes

IPPF leads a locally owned, globally connect civil society movement that provides and enables services and champions sexual and reproductive health and rights for all, especially the under-served. We do this based on our core values of social inclusion, diversity, passion, volunteerism and accountability.







# The position

IPPF is currently seeking its future Regional Director, East and South East Asia and Oceania Regional Office (ESEAOR) who will be responsible for leadership and management of the Region, promoting IPPF and SRHR to advance IPPF's Strategic Framework.

They will provide effective support to the ESEAOR Regional Council and Member Associations, and provide leadership, management and development to around 43 employees of the Regional and Sub Regional Office. The Regional Director as part of IPPF's global Divisional Leadership Team (DLT) will report to the Director-General (DG) in London and have responsibility for the strategic leadership of the IPPF Secretariat.

The priorities for the role include:

- Leading implementation of IPPF's new Strategic Framework within the Region.
- Managing and overseeing strategic and operational delivery of the work of ESEAOR regional office, ensuring Member Associations have access to technical support and assistance for programme development and implementation.
- Engaging effectively with the volunteer bodies of the Region (Regional Executive Committee (REC) and Regional Council (RC)), consulting and communicating with them and implementing their decisions within the Region.
- Developing and maintaining relationships with governmental and non-governmental agencies to facilitate and promote the work of the Federation.
- Identifying and acting on resource mobilisation needs.
- Providing support to Member Associations and the Regional volunteer bodies to ensure that IPPF policies are interpreted and applied appropriately in the Region and that the views of Member Associations and the Regional volunteer bodies are shared with the Senior Management Team.





# Candidate profile



## Proven ability

For this key role, IPPF is seeking a senior international health or development executive, with significant experience and interest in SRHR, Human Rights and related fields. That must include significant experience of complex operational leadership and people management of large teams, and experience of reporting to a board. The successful candidate will have a track record of effectively working with donors in the international development sector, and proven experience of networking to build partnerships and donor relations. They must have extensive knowledge of developing countries, particularly within South Asia, and strong knowledge of the international political environment, particularly in that Region. Familiarity with IPPF and/or its Member Associations is desirable, as is experience of working with senior volunteers.

## Strategic leadership and results orientation

- Vision and drive, along with demonstrable experience of developing and implementing strategy across a complex and diverse organisational structure and set of stakeholders.
- Strong analytical skills.
- A healthy appetite for taking calculated risks in pursuit of strategic aims.

## Operational management and leadership

- Part of the Divisional Leadership Team (DLT) within an international organisation, including the ability to engage meaningfully at the wider organisational level and share best practice.
- Strong people management skills.
- Proven financial management experience.
- Excellent time management and organisational skills to deliver complex projects on time, to budget and to a high standard.
- An entrepreneurial approach and the ability to bring creativity and innovation to inspire colleagues and external stakeholders alike.

## External representation and advocacy

- Sophisticated understanding of ever-changing political and socio-economic dynamics across South Asia, as well as knowledge of the international context.
- Strong political acumen and the ability to act as international spokesperson and effectively manage the political process of the deliberative bodies.
- Ability to advocate for and represent the work of the organisation in the region with all relevant bodies and other relevant organisations, often against strong opposition in the lobbying environment.
- Experience of networking with relevant partners and of building donor relations, including those in the international development and private sectors.

# Candidate profile



## Interpersonal acumen and Personal competencies

- Outstanding interpersonal skills; with gravitas and diplomacy.
- Strong advocacy and negotiation skills.
- Excellent written and verbal communication skills; strong presentation skills.
- A true team-player with an aspirational and empowering approach to leading teams.
- The highest regard for integrity, ability to maintain confidentiality and a flexible personal style.
- Awareness of and sensitivity to the multi-cultural and diverse environment in which IPPF operates.
- An understanding of and a commitment to Safeguarding, including child protection, in a local and international context.
- Supportive of a woman's right to choose and to have access to safe abortion services.

## Other skills and criteria

- Comfortable with social media and the use of new technology.
- Post graduate degree in applied sciences, health or management equivalent standard of education.
- Fluent in English, both verbal and written. French, Spanish and/or Arabic is desirable.
- Comfortable to travel extensively.

## Location

The role will be based in Kuala Lumpur.

## Travel

About 70 days' international travel a year.

## Contract

Four Year Fixed Term contract extendable upon discretion for another four-year period only.

## Compensation

Competitive salary dependent on proven ability.



# Appointment process and how to apply

To apply or to download further information on the required qualifications, skills and experience for these exciting roles, please visit <https://candidates.perrettlaver.com/vacancies/> quoting reference **3812**. The deadline for applications is **9am BST on Wednesday 31<sup>st</sup> October 2018**.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role.

Longlisted candidates will be invited to interview with Perrett Laver in Early November and the Selection Panel will subsequently meet to decide upon a final shortlist for the post in mid-November. Formal interviews with IPPF will take place in Mid-Late November.

This role is a Four Year Fixed Term contract extendable upon discretion for another four-year period only. This role will be based in Kuala Lumpur, Malaysia and the salary is competitive and commensurate with the seniority of the appointment. Further details including the range of attractive benefits, are available from Perrett Laver.

Applications are particularly encouraged from candidates openly and positively living with HIV. IPPF is committed to equal opportunities and cultural diversity. Candidates from all sections of the community are welcome to apply. This is a post for which IPPF will, if necessary, apply for a Certificate of Sponsorship (work permit) dependent on the requirements set out by the Government of Malaysia.





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