

Job Position: Strategy & Organisational Effectiveness Advisor

PURPOSE OF POSITION

This position plays a critical role in shaping the strategic direction of the foundation and ensuring the effective implementation of organizational strategies. It oversees the monitoring and reporting of strategic progress to senior leadership and key stakeholders, while managing enterprise-wide risks to support the achievement of sustainable outcomes.

In addition, the role is responsible for developing and enhancing organizational structures, mechanisms, and processes that foster cross-functional collaboration, agility, and strategic effectiveness. It also leads the design and implementation of the organization's external engagement and partnership plans to align with strategic priorities and strengthen organizational success. Furthermore, this position is accountable for promoting organizational effectiveness across management, coordination, and capability development to ensure that WVFT's strategic objectives are achieved with maximum impact in support of its mission.

MAJOR RESPONSIBILITIES

Strategy Realization (40%):

- Lead the development, implementation, and periodic review of the organizational strategy to ensure alignment with the partnership strategy, strategic priorities, and evolving contexts.
- Establish and drive the strategy-to-execution framework (e.g., Strategy Map, OGSM, OKRs) by translating organizational strategies into measurable annual operational plans across all departments.
- Serve as the Central Program Management Office for strategic initiatives by setting key objectives, overseeing timelines and resources, monitoring risks, and providing systematic progress reports to the National Director, Senior Leadership Team (SLT), and the Board Committee.
- Address structural and cross-functional bottlenecks using evidence-based analysis to support decision-making, while providing escalation pathways and trade-off options to ensure the successful delivery of strategic initiatives.
- Define and oversee systems for monitoring Strategic Objectives (SOs) across all levels of the organization (Board, SLT, Sub-Management) to ensure alignment with mission and strategic priorities.

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- Produce concise, insight-driven executive reports and dashboards to support strategic decision-making, including early-warning systems for risks or challenges that may impact results.
- Facilitate regular strategic performance reviews (e.g., Quarterly Business Reviews and Strategy Reviews) to sustain alignment and adapt directions in response to changing contexts.

Organisational Design, Effectiveness & Internal Mechanisms (15%):

- Lead the design and development of organizational structures, roles, and mechanisms to ensure agility, long-term strategic alignment, and responsiveness to a changing environment.
- Collaborate with senior leaders and key departments to support organizational transitions in structure and processes, while strengthening team capability to fulfill new roles effectively.
- Establish mechanisms for tracking and assessing organizational effectiveness in terms of progress and qualitative impact, providing strategic insights to inform executive decision-making.
- Design and oversee internal governance mechanisms (e.g., working groups, task forces) with clear objectives, roles, and outcomes that contribute to strategic goals.
- Foster cross-departmental collaboration through efficient internal mechanisms that enhance agility, reduce duplication, and drive collective results.
- Provide strategic advisory support to executives and internal mechanism leads, reinforcing evidence-based decision-making and a culture of inclusive participation.

Enterprise Risk Management & Adaptive Decision-Making (20%)

- Oversee the Enterprise Risk Management (ERM) function to ensure risks are identified, assessed, monitored, and reported systematically, in line with the organizational risk framework and international standards.
- Coordinate cross-functional risk management (e.g., technology, policy uncertainties, structural changes) that may impact strategic outcomes.

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- Lead the review and reporting of risk management progress to the Board and SLT, providing strategic and technical recommendations to strengthen risk mitigation and organizational resilience. Lead and build the capacity of the Risk Management Committee to ensure effective risk governance and continuous improvement in risk management practices
- Promote a proactive risk-aware culture that builds resilience and organizational capacity to recover effectively from crises.

External Engagement Management (15%)

- Define strategies and oversee external engagement and partnership efforts to ensure sustainability, shared value creation, and positive contributions to the organization's mission.
- Establish standardized partnership management processes, including focal point assignments, due diligence, partner capacity assessments, and formal agreements (MoUs).
- Act as the coordination hub for external communications, ensuring consistency, alignment with strategic direction, and a credible organizational profile.

Strategic Foresight & External Trends Intelligence (10%)

- Develop mechanisms for monitoring, analyzing, and synthesizing external trends (policy, economy, politics, society, technology) with short- and long-term implications for the organization.
- Produce strategic reports on risks and opportunities arising from such trends, with actionable recommendations to inform executive decision-making.
- Integrate external intelligence into the organization's strategic review processes to strengthen resilience and adaptability in the face of rapid change.

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KNOWLEDGE, SKILLS AND ABILITIES

- Bachelor's degree in relevant fields such as Business Administration (MBA), Strategic Planning, Economics, Organizational Development, or other related disciplines.
- Additional professional certifications or training in Strategic Management, Organizational Design, or Project Management will be considered an advantage.
- High proficiency in English (written and spoken), including the ability to prepare reports, deliver presentations, and communicate in national and international forums.
- Minimum of 5–10 years of experience in strategic planning, organizational development, or enterprise-level project management.
- Demonstrated track record of supporting or leading Strategic Initiatives, Organizational Transformation, or Enterprise Risk Management.
- Proven experience working with senior leadership teams (SLT/Executive Level) and effectively managing cross-functional projects.
- Strong ability to build and manage relationships with internal departments, government agencies, civil society, private sector, and international NGOs.
- Proven capacity to design and execute Partnering Strategies that drive organizational growth and enhance operational effectiveness in line with mission objectives.
- Experience in initiating and coordinating strategic collaborations with diverse partners, ensuring sustainability and alignment with organizational goals.
- Ability to operate and make decisions in alignment with the Core Values and Code of Conduct of World Vision, fostering trust, collaboration, and credibility with all stakeholders.
- Strong strategic and analytical expertise, including systemic analysis of policy, data, and external contexts, evidence-based decision-making, and alignment of investment planning with strategic outcomes.
- Proven leadership in driving enterprise-level transformation, fostering cross-functional collaboration, and developing leadership pipelines through talent development and succession planning.
- Solid understanding of governance, transparency, and community participation, with the ability to make decisions in alignment with World Vision's Core Values and Code of Conduct.
- Excellent communication and strategic engagement skills, with the capacity to position the organization effectively and promote shared understanding among stakeholders.

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As a child focused Organization, World Vision Foundation of Thailand is committed to the safeguarding of children, therefore any offer of employment is conditional upon the successful completion of applicable background checks, including a criminal records check.

By submitting your application, you understand and accept that World Vision Foundation of Thailand will process the data you provide for the purposes of your application and in accordance with the World Vision Foundation of Thailand - Job Applicant Privacy Notice.

Applicants are required to send your CV and cover letter via email to:

Email: thanyarat_charndamnerkit@wvi.org / arnon_suansri@wvi.org

Contact: 02-0229200 Ext. 151

More Information: <https://worldvision.or.th/work-with-us/>

World Vision

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World Vision Foundation of Thailand