

# Job Position : Transformational Development (TD) Manager

## WHO WE ARE

World Vision Foundation of Thailand is a Christian humanitarian, development and advocacy organization devoted to improving the lives of children, their families and communities by tackling the root causes of poverty. With nearly 50 years of experience in the country, we help all people regardless of race, gender, and religion.

## OUR SELECTION PROCESS

We embrace diversity, employing people from a variety of cultural and religious backgrounds. We take our child and adult safeguarding responsibilities seriously and we are committed to providing an environment that is safe for children. All successful candidates will undergo all required pre-employment checks which is inclusive of a criminal record check. Our stringent recruitment procedures make sure the safest and most suitable people work with the children in our programmes.

Come join our team in Thailand, be part of our more than 33,000 staff working in 100 countries and share the joy of transforming vulnerable children's life stories!

***Learn more about our work at [worldvision.or.th](http://worldvision.or.th)***

## PURPOSE OF POSITION

The manager will provide strategic leadership and effective management of the Transformational Development (TD) Team which covers faith & development, children participation in programming & decision-making, GEDSI, Safeguarding, Security, stakeholder engagement, local adaptation of project models, and setting up mechanisms for scaling up learning & best practices, new initiatives including urban and fragile context programming to deepen our commitment to the most vulnerable children and focus WVFT's ministry for greater results and evidence of impact.

The person will drive strategic engagement, coordinating and liaising work between the Program Teams (IPFs) and other Technical / Sector leads, Project Managers at the national office with the Field Implementation Teams to ensure implementation teams have access to technical guidance, support and capacity building from the technical team for a more efficient and quality implementation leading to quality outputs, outcomes and impact on children particularly the most vulnerable.

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## MAJOR RESPONSIBILITIES

### 1. Leadership on TD 25%

- Contribute to the development and implementation of the field office strategy, programs & projects, standards, tools, and best practices in transformational development that effectively engage children, families, partners, stakeholders including donors and government agencies.
- Orchestrate program quality-related technical solutions, support and mechanisms for the field implementation teams for program planning and how to best apply program design and implementation guidelines, standards, best practices, partnership principles, and tools ensuring high-quality implementation.
- Provide technical support and organize appropriate technical assistance to field implementation teams to facilitate quality implementation of and compliance to program quality policies and procedures and other TD initiatives.
- Ensure program quality reviews meet WVFT's policy standards and guidelines including reviews of IPF designs, AP Plans, annual community review planning process using PQSR and other PQ tools, and annual DIP and budget reviews.
- Drive WVFT's program quality improvement plans leveraging regional and global resources and services to support field implementation capacity needs and improvement priorities.

### 2. Technical Support on TD Essentials 35%

- Provide technical support to the field implementation team in the area of Transformation Development including faith & development, children participation, GEDSI, Safeguarding, Security, stakeholder engagement, and setting up mechanisms for scaling up learning & best practices, new initiatives including urban and fragile context programming
- Work with F&D Advisor to ensure F&D integration + Peacebuilding and quality implementation in the implementation areas with emphasis on spiritual nurture of children.
- Work with GEDSI focal person to ensure integration and mainstreaming of gender and social inclusion in programs and project with emphasis on MVCs particularly those with disabilities.
- Work with Child Participation Coordinator to ensure children (RCs and non-RCs) are meaningfully participating in programs and projects including the functionality and sustainability of mechanisms for children & youth participation such as children and youth clubs and the national C&Y Council.
- Collaborate with Safeguarding & Security Advisor to ensure safeguarding and safety of children and adults programming particularly in child participation.
- Coordinate with Program Implementation Manager to ensure APs and Grant Projects have mechanisms for scaling up learning & best practices for replication and utilization for resource acquisition.
- Collaborate with Program Implementation Manager for project startups, pilot new initiatives including urban and fragile context programming

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## 3. Cross-Functional Integration & Engagement 25%

- Collaborates with Program Managers or IPF Leads under Program Acquisition & Management (PAM), Finance, and Support Services—to ensure program design and implementation to ensure program design and implementation are aligned with TD principles and ministry approaches.
- Collaborates with Program Managers or IPF leads & technical/sector advisors on project models local adaptation and further contextualization that will contribute to continuous learning, and promotes innovations and identification and scaling up of best practices.
- Support APs and Project teams to build strategic partnerships with external stakeholders - including local authorities, churches & faith-based groups, community leaders and NGOs - to advance WV's vision, mission, and values, ensuring alignment and sustainability, impact to the well-being of children and influence policy.
- Provide programming inputs and data on transformational change and impact – positive changes in the life of children and families for grant/PNS proposals and donor reports that contributes to resource development.
- Collaborate with MEAL team to ensure a cross-sectoral approach integrating gender, faith and development, child participation, safeguarding, protection mainstreaming, and social cohesion into MEAL processes.
- Represent WV in inter-agency and government agencies to enhance transformational work of WVFT

## 4. Team Leadership and People Management 15%

- Plan workforce and lead hiring to ensure the right talent is in place to deliver priorities and strengthen team capacity.
- Assess and develop talents to grow staff and plan succession.
- Build team culture that reflects WV's Vision, Mission, Core Values, and fosters an inclusive, psychologically safe environment.
- Manage performance through clear goals, regular reviews, and coaching for results and career growth.
- Promote staff care and resilience, ensuring well-being and a safe work environment.

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## KNOWLEDGE, SKILLS AND ABILITIES

- Bachelor's degree in development studies, social work, social sciences, education, business administration, or related field.
- Preferred: Master's degree in a relevant discipline.
- Certification in Transformational Development, Project Management or equivalent is an advantage.
- Minimum 5 years' experience in relief and development work, out of which five years in grassroots relief and development work – with emphasis on transformational development
- Proven ability to facilitate working groups, communities of practice or other similar learning mechanisms
- Proven ability to collaborate with all levels of staff and to motivate and mobilize individuals outside their reporting line to achieve agreed strategic plans.
- Deep understanding of transformational development in light of the programming context including political and cultural nuances
- Wider understanding child-focused, community-based development approaches and WV's Integrated Programming Frameworks, technical sectors, faith & development, children's participation, GEDSI, peacebuilding, urban programming, fragile context
- Knowledge of cross-cutting themes: gender equality, disability inclusion, climate change adaptation, and safeguarding.
- Familiarity with the sponsorship operations and integration standards.
- Risk management and security planning skills.
- Strong analytical and problem-solving abilities; ability to use data for decision-making and reporting.
- Excellent communication and stakeholder engagement skills, including advocacy and networking.
- Ability to leverage digital platforms and AI tools for program delivery, data analysis, reporting, and process automation, ensuring ethical and effective use.
- Fluency in Thai and proficient English (written and spoken).
- Ability to travel frequently within program areas and occasionally nationally up to 20% of the time
- Commitment to WV's Christian ethos and ability to integrate faith-based values into leadership and programming.

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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 a CV and cover letter via email to [Thanyarat\\_Charndamnernkit@wvi.org](mailto:Thanyarat_Charndamnernkit@wvi.org) Tel. 02-0229200 Ext.151. Applications will be reviewed on a rolling basis, with interviews scheduled with suitable candidates on a rolling basis. Any questions or requests for additional information can be directed to the emails and phone number above.