



Southeast Asia Programme Manager

Location: Remote, ideally within the Southeast Asia region

Conditions: Fixed-term contract (one year, renewable), full-time, salary range 22.500€ – 25.500€ p.a. (based on seniority level and location)

Peace Brigades International (PBI) protects and supports human rights defenders and LEID (Land, Environmental and Indigenous defenders) to speak out and secure change for their communities and our planet. Our unique model combines 45 years of locally rooted presence across multiple regions, with access to an extensive international network, delivering vital support. We believe that lasting transformation for (climate) justice cannot come from the outside but must be based on the capacity and strategies of the defenders. Our model is based on holistic protection in order to amplify and sustain the impact of their work. We contribute to a strong civil society infrastructure by accompanying their struggles, building and sharing the tools, tactics and networks necessary to prevent threats, reduce risk, and influence decision-makers.

In Southeast Asia, defenders face increasing threats amid shrinking civic space, transnational repression, and limited regional protection mechanisms. Following repeated requests from defenders, we are establishing a regional team to work with defenders across Southeast Asia, with a focus on Cambodia, Malaysia, Myanmar, the Philippines and Thailand. Our regionally tailored protection model - informed by extensive research, consultations with defenders at a local, national and regional level, our (past) physical presence and a series of pilot activities - targets the acute exposure to extractive industries, land conflicts, and climate-related violence defenders face. The programme will initially focus on opening spaces of agency for LEID by enhancing their safety and security, well-being and (regional) networks.

To set-up and lead this initiative, we are now recruiting a Southeast Asia Programme Manager:

Key Responsibilities:

- **Develop and Manage the Southeast Asia Programme:** Design, implement, and oversee strategic initiatives tailored to regional needs.
- **Strategic Leadership:** Drive strategy development and achieve set objectives while effectively engaging new supporters.
- **Monitoring and Reporting:** Ensure compliance with internal and external monitoring requirements, providing clear updates on programme progress.
- **Stakeholder Engagement:** Serve as the primary liaison for external stakeholders, representing the Southeast Asia programme and actively participating in discussion in internal international spaces.
- **Team Recruitment and Management:** Recruit, nurture, care for and manage a dedicated team, including external consultants.



Peace Brigades International

- **Workshop and Training Facilitation:** Organize workshops and training sessions for LEIDs, fostering skill development and knowledge sharing (mainly at the intersection of protection, well-being, advocacy and networks).

Qualifications and Attributes:

- Strong commitment to our core values and mandate.
- Enthusiastic about understanding and addressing the intersections of human rights, environmental sustainability, climate justice, and activism.
- Ability to establish and lead the development of our innovative regional programme with a clear strategic outlook.
- Proven experience in setting-up, managing and supporting staff and volunteers effectively.
- A deep understanding of the challenges faced by LEIDs in Southeast Asia, supported by relevant work experience in the region.
- Strong background in protection, advocacy, and/or (regional) network building; skilled in delivering training and workshops to diverse audiences.
- Proficient in project management, including financial planning and reporting, as well as knowing how to manage (quickly) shifting priorities based on changing contexts.
- A focus on outcomes with a positive, solution-oriented approach.
- Excellent oral and written communication abilities in English; proficiency in other relevant regional languages is a plus.
- Enjoys collaborating as part of a virtual team and values diversity within a global, multilingual environment.
- Self-motivated and driven, exhibiting a positive and can-do mindset.

Join us in making a meaningful impact!

We encourage highly motivated individuals from all backgrounds to apply, even if they do not meet all the specified criteria.

Our commitment to diversity and inclusion is paramount, and we welcome applications from people of any gender identity, ethnic background, nationality, social background, religion, age, and those with physical or mental conditions or any other individual characteristics.

We are looking forward receiving your application (Motivational letter and CV) via recruitment@peacebrigades.org by **February 8th**, and are assessing applications on a rolling basis. The selection process will include a virtual interview, and may include a short exercise. Please note that only shortlisted candidates will be contacted.