



16 March 2021

Opening: Founding Executive Director - *Creating Systems Change for Migrant Workers*

A. Background of project to create Systems Change for Migrant Workers

Asia Philanthropy Circle (APC) is a membership-based platform for exchange and collaboration among philanthropists in Asia. APC supports leading philanthropists to accelerate private action for public good by addressing systemic challenges through collaborative philanthropy. It is a registered charity headquartered in Singapore.

We are always catalysing collaborative projects that seek to question status quo, pilot innovation, and create systems change. Since the pandemic started in 2020, one of the critical issues that were surfaced in Singapore is the plight of our male migrant workers. Similar with many other well-intentioned people, our members also contributed to the immediate relief of their conditions. However, APC members also want to explore ways to improve the system that puts the workers in these oppressive situations.

Over the course of more than four months, we worked with local and international NGOs to assess the feasibility of an Employer Certification Scheme or Code of Conduct that will help employers self-regulate their treatment of their migrant workers. Through the input of key industry stakeholders and subject matter experts, we have concluded our research.

We are currently at the stage of seeking a Founding Executive Director (ED) who will be committed to bring this project forward. The candidate must be someone who is passionate about this area, and sees this as a personal mission to improve the current system, and not just in addressing symptomatic issues.

The project is currently phased, with milestones to mark the progress, and is projected to require at least 2 years till full implementation. That said, we are not looking for a project manager, the right candidate has to believe in the mission of this project, and has autonomy to co-create the next phases with the stakeholders involved. The candidate will be fully supported by a network of funders, APC team and a coalition of sector leaders that they must lead.

The candidate is someone who will not only lead this mission for a better system for migrant workers in Singapore, but also one who believes that this is their mission.

B. Key phases in the project

The ED must be able to convene key stakeholders in the next phase to agree to work on the project, and co-design the content of the scheme. This will involve outreach to property developers, associations, construction companies, and government agencies. The development of the content will be supported by a consulting company with strong experience in this field.

The following phase of the project is to develop the strategic plan and long-term roadmap for the ongoing operations of the scheme. This phase will also include the actual launch and rollout of the scheme.

C. Requirements

- The candidate must have deep and demonstrated concern of the migrant worker/ modern slavery/ migration bondage field – for example, through direct work experience in the sector as a consultant in the field, or working in an NGO, foundation related to this area.
- Candidate must demonstrate an alignment to the ethos of the project, and a dedication to seeing the project through to its intended impact.
- Candidate must be a seasoned convenor who is good at working across sectors – able to convince corporate bigwigs, connect with government officials, and mobilise NGO partners. This person should be able to bring people who are at cross-purposes together for the same goals, enable them to align the project's objectives to their own outcomes.
- Candidate must possess an entrepreneurial mind-set, with a tenacious appetite for challenging staid systems.
- Candidate must be able to see how the dots connect in a complex system and industry, and to figure out the strategy to enable each phase to proceed, and thus lead to the eventual outcomes.
- Candidate must be able to work independently, but also have the option to tap into APC secretariat for support where required. Concurrently, the candidate must be able to direct the work of the consultants to inform his/her work.
- Candidate should be a people-person who can inspire others to work towards this common goal for society.
- Candidate must also have demonstrated execution ability, and be organised enough to juggle the multiple moving pieces in this complex cross-border, multi-sectoral system that is opaque and challenging.
- Candidate must be able to lead this project as their project, and hence has the ability to shape this as they deem to be right for the outcomes that we agree on.

D. Reporting

This candidate is not an APC employee. This engagement will function as a contract for service while s/he does the business planning. As the Founding Executive Director, s/he will set up a separate entity, that is backed by enough funders to carry out the business plan.

Candidate will report to APC, and also a funders' group within our membership on the progress of the project. The same group will be critical in the success of the project with the members' network, resources and expertise. Hence, the ED should give regular updates to the group and tap into their social and intellectual capital.

E. Funding

We are looking for someone who can devote full-time on this project, but are open to candidates who are also conducting work related to this project, and can only commit to this part time. We would be providing remuneration based on funding projected for the next 6 months of the project, not as a salary.

By the six-months' milestone, the ED must have a business plan that can convince the funders to invest further for the start-up funding for at least another 6 months. APC secretariat will support this person with the fundraising efforts through our wide network and access. The subsequent compensation would then come out of the start-up funding raised.

The ED is working on a project that they are committed to bring to fruition, and not a job that they undertake.

Interested candidates should reach out to stacey@asiaphilanthropycircle.org and we can share our feasibility study and discuss your vision to improve the conditions for Singapore's migrant workers.