

## Senior Advisor - Transformation and Change Management

Pour un Sourire d'Enfant (PSE) - For a Child's Smile is a non-profit organization founded by Christian and Marie-France des Pallières, operating in Cambodia since 1995. Its mission is to help children escape from destitution and lead them to decent, skilled and well-paid jobs.

Recognized by the local authorities, PSE is working in respect of the country with the Cambodians and thus supports sustainable development.

Six main programs – adapted to the needs of the children – have been developed: food, health, protection, education & schooling, vocational training and help for families.

PSE helps more than 6,500 children and more than 6,000 graduates from PSE Vocational Training program graduates have already successfully integrated the job market with a real qualified position. PSE employs more than 650 people in Cambodia (Phnom Penh mainly) and 6 staff at the headquarters in France. 400 volunteers in different countries are actively working on making the organization known through fundraising donations and sponsorships.

In 2000, PSE received the French Human Rights Prize from the French Republic.

**Lieu du poste :** Phnom Penh, Cambodge

**Date de début :** 01/2023

### Description du poste à pourvoir :

The advisor is responsible for organizing and supporting transversal implementation - of PSE's overall business strategy on behalf of the General Management and the executive team and in compliance with the global Governance of PSE.

The advisor operates as a catalyst and a global and transversal program manager for strategic transformation and change management throughout PSE, providing proactive advice and support to the executive team. The advisor will be in charge of identifying and structuring opportunities to implement PSE strategy and vision into change initiatives in order to deliver measurable improvements. He will be in charge to organise, plan, source, manage and track these initiatives through operational projects and dedicated projects' governance setting.

The advisor will be high profile with significant experience in large programme management. He will work collaboratively with the Executive and Leadership Teams to deliver their objectives. The role will also provide direct support and coaching to frontline managers and supervisors as they help their direct reports through transitions.

### Missions :

- Organise, structure - and coordinate the strategic plan process with the support of potential external consultants and all departments concerned
- Translate the strategy plan into structured and sourced operational projects, concrete action plans and measurable milestones
- Design, plan, source, manage, track and report on the transformation programme so that it delivers the changes required to meet PSE objectives. Ensure that decision making of the change programs is taken on time at the appropriate level of governance of the organisation.
- Lead the review and rewriting of PSE educational project
- Work closely with the HR Director and department heads / directors. Provide ideas and opportunities to adapt PSE organization in order to optimize it and making it more efficient. Feed back inefficiencies and propose organization changes to the General Management before conducting their implementation.
- Act as a senior internal consultant to the General Management and may be asked to supervise ad hoc research projects or feasibility studies.
- Provide strategic advice to the other department directors.

**Profil :****Education**

- Bachelor degree
- Fluent in English

**Experience**

- 10+ years of experience
- Worked as a manager or executive in a business or nonprofit organization
- Understanding of the Education landscape, opportunities and challenges preferably in an NGO
- Project management
- Strategy
- Experience of working at a senior level in a complex environment, managing multiple projects with a range of stakeholders
- Evidence of handling highly complex organisational matters and difficult situations with diplomacy and tact.
- Experience of budgetary responsibility and budget setting, including an understanding of general financial processes

**Skills**

- Strong leadership qualities and skills appropriate to a senior management position
- Strategic and analytical thinking
- High level communication skills both verbal and written
- High level negotiation, influencing and enabling skills to ensure priorities are met.
- Ability to work positively with stakeholders to achieve objectives
- A positive 'can do' attitude and approach and ability to overcome obstacles

**Statut :** VSI ou Contrat local

**Détails et contacts :**

Duration : 1 year minimum, preferably 2-3 years

Indemnity: According to PSE grid + experience

VSI contract for European Union Nationals, providing comprehensive coverage for healthcare, assistance/repatriation insurance, pension contribution, plane ticket one way and return, plus round plane ticket once a year to home country.

Applications with cover letter and resume should be sent to [rh-france@pse.org](mailto:rh-france@pse.org)  
[www.pse.org](http://www.pse.org) for comprehensive information concerning PSE