

Advert – September 2025

- **Do you want to do work that really matters? Help us end avoidable blindness**
- **Full time, permanent role, based in Kunming or Beijing, China (Flexible work from home arrangements available)**
- **Closing Date: 28 September 2025**

ABOUT THE FRED HOLLOWES FOUNDATION

The Fred Hollows Foundation is an international development organisation working to prevent blindness and restore sight. We continue to carry on the legacy of Professor Fred Hollows, who believed every person had the right to quality eye care, no matter where they live. The Foundation is known around the world as an organisation that works with purpose and determination. With a reputation for excellence, we are well known for making change happen.

The Foundation has grown to work in more than 25+ countries throughout Africa, South Asia, Southeast Asia, the Middle East and the Pacific, as well as Australia. The Foundation has restored sight to more than 3 million people worldwide. We have an ambitious five-year strategic plan that aims to take us even closer to realising our vision of a world in which no person is needlessly blind, or vision impaired and Indigenous Australians exercise their right to sight and good health. To find out more about our work, please visit our website <https://www.hollows.org>

THE OPPORTUNITY

The China Country Director is accountable for leading and managing The Foundation's work in Mainland China, and in close collaboration with Chief of Hong Kong and Macau. Reporting to the Global Chief of Programs and Partnerships and guided by the China Board and Executive Leadership. This role sets strategic direction, ensures the effective design and delivery of country strategies, drives programs excellence, sets budgets, and fosters strong relationships with partners, stakeholders, and donors, while carrying a strong stewardship responsibility to safeguard The Foundation's resources, reputation, and relationships, ensuring they are managed responsibly, transparently, and sustainably to maximise impact.

KEY RESPONSIBILITIES

1. Strategic Leadership:

- a. Develop, communicate, and implement the China Country Strategy in alignment with The Foundation's global strategy, values, and operating model.
- b. Lead localisation planning in China, ensuring governance, structure, and strategy are future-fit.
- c. Work in partnership with the Chief of Hong Kong & Macau to ensure joined-up planning and resource mobilisation.

2. Program Excellence:

- a. Oversee the planning, implementation, monitoring, and evaluation of all programs to ensure high-quality, timely delivery and measurable impact, led by China Senior Management Group.
- b. Provide oversight of local programming in Hong Kong in close collaboration with local leadership
- c. Ensure programs reflect best practice, are evidence-based, and advance eye health systems strengthening.

3. Business Planning and Partnership Building:

- a. Lead the planning, forecasting and partnership building for the China localisation strategy and lead the transformational change required to implement localisation, including investment strategies.
 - b. Build and strengthen partnerships with governments, multilateral institutions, health agencies, and private sector actors.
 - c. Partner with Hong Kong & Macau leadership to deliver a Greater China resource mobilisation strategy at scale, including engagement with CIDCA, corporates, and local philanthropists.
- 4. Representation, Stakeholder Engagement & Advocacy:**
 - a. Represent The Foundation to senior government stakeholders, partners, donors, and civil society in China and Greater China.
 - b. Advocate for the eye health agenda within national development priorities.
 - c. Elevate The Foundation's profile as a trusted partner of choice.
- 5. Governance & Compliance:**
 - a. Ensure the China entity meets all legal, regulatory, governance and donor requirements, providing accurate and timely reporting to the China Board and Executive Leadership.
 - b. Accountable for the management of The Foundation's resources, funds, assets, and partnerships in China, maintaining transparency and integrity in all operations.
- 6. Financial Sustainability:**
 - a. Lead the budgeting process, ensure sound financial planning and management, and work with fundraising teams to identify, secure, and manage diverse funding sources.
- 7. People Leadership:**
 - a. Build, lead, and develop a high-performing country team, fostering a culture of accountability, collaboration, and innovation.
- 8. Networked Leadership & Collaboration:**
 - a. Actively contribute to a connected leadership model by working across countries, clusters, and global teams to share responsibility for decisions, align strategies, share knowledge and resources, and connect local impact with global goals to strengthen results and amplify collective impact.

WHAT YOU'LL NEED TO SUCCEED

- Extensive leadership experience in public health, international development, or related sectors within China and internationally.
- Proven record in strategic planning, financial planning, program management, and delivery of complex health or development programs.
- Experience in build strategic partnerships and working with major institutional donors such as CIDCA
- Strong experience engaging with Boards, senior government officials, and multi-lateral agencies.
- Demonstrated success in fundraising and managing donor relationships.
- Proven experience managing multi-disciplinary teams in a global, cross-cultural context.
- Demonstrated track record in stewardship of funds, resources, and partnerships.
- Strategic thinking, able to anticipate challenges and identify opportunities.
- Exceptional interpersonal and relationship-building skills, with strong political and cultural awareness.
- Change management capability to drive organisational effectiveness.
- Commitment to transparency, ethical practice, and safeguarding organisational reputation.

- Formal qualifications in international development, public health or related field. A master's degree would be highly desirable.

HOW WE RECOGNISE YOUR CONTRIBUTION

Through our internal programs and employee benefits we aim to create an environment where you will feel supported and empowered. Whether your focus is on continuous learning, professional development or finding an environment which enables you to thrive while balancing family or personal commitments, we have a range of programs in place to support you.

[To find out more about our benefits click here](#)

APPLICATIONS

Please apply directly via this [link](#), should you have any issues accessing the link please send your CV and cover letter to chinahr@hollows.org.

Your application should include a CV and, preferably, a cover letter that outlines your interest in the role and addresses the key criteria listed in the "Key Responsibilities", and "What you need to succeed" sections of the advertisement.

Applications Close: 28 September 2025

The Fred Hollows Foundation is committed to ensuring our projects and activities are implemented in a safe and productive environment that prevents harm and avoids impacting the health and safety of all people, particularly children, vulnerable people and disadvantaged groups. Applicants are advised that The Foundation reserves the right to conduct police checks and other screening procedures to ensure we maintain and promote a child safe environment.

Please be advised:

1. Fred Hollows Foundation will never ask for a fee during any stage of the recruitment process.
2. All active roles are advertised directly on our website [here](#).
3. Please note we will not be accepting CV's via agencies for this role.