



**Ratanak International**  
**International Headquarters, Burnaby, British Columbia**  
**Executive Director (Full-Time)**

Each year in Cambodia, thousands are trafficked and exploited. We are working with Cambodians to restore those robbed of freedom and protect the vulnerable. Would you consider joining us in this freedom movement?

Ratanak International is a Christian organization that works exclusively in Cambodia to assist survivors of human trafficking and exploitation on their road to freedom and restoration. We see a Cambodia where every individual can live in dignity, achieve their full potential and experience the love and hope of Jesus Christ.

We are seeking a skilled, driven, committed and passionate person to effectively manage and lead Ratanak International from our International Headquarters in Burnaby, BC. We are looking for someone who desires to use their skills to make a difference and resonates with Ratanak International's vision, mission and values in serving Cambodia.

**Role Description:**

The Executive Director (ED) is a strong Christian leader, and a dynamic speaker. The ED is visionary and carries out the organization's mission according to the strategic direction set by the Board of Directors. The ED sets the tone and provides direction and support ensuring that the spiritual identity and motivation of the organization is both stable and maintained. The ED has the operational responsibility for staff and programs, both in Canada and in Cambodia. The ED oversees financial management, drives fundraising, develops policies and procedures, and ensures compliance with legal and regulatory requirements.

The Executive Director provides strategic advice to the Board and provides leadership and strategic direction to the IHQ staff directors, and high-level oversight to the Cambodia Field Office Director (CFOD). The Senior Director of Programs directly oversees the CFOD and works closely with the ED to ensure that the ED is informed and up to date on the status of projects, and major operational and strategic decisions of the Cambodian field office. The ED is the face of the organization to all stakeholders and fosters strong relationships by building strategic partnerships with donors, contracted agencies, other not-for-profit organizations, and governmental bodies and agencies.

See full job description [here](#)

**Qualifications:**

As an applicant, you are a strong leader with a pastoral heart. You have a good knowledge of non-profit operations with working knowledge in areas such as fundraising, finance, human resources, development, monitoring and evaluation, etc. You love to network and connect with people and feel confident in your ability to communicate professionally and articulately with stakeholders within and outside of the organization. You are a strategic thinker with a good ability to conceptualize and communicate the big picture. You are an efficient and organized person who can manage multiple projects and meet various deadlines. You are comfortable to work and lead in a faith-based environment and as an active part of a small, collaborative and fun-loving team.

You have at least 10 years of senior-level management work experience ideally in a non-profit

international development environment, with experience in government relations. Completion of a post-secondary degree is required.

**Scheduling and Remuneration:**

This is a full-time position (5-days per week), commencing December 2024. The gross salary range for this position is \$99,738 - \$121,902 per year (depending on education and experience) based on a workweek of 40 hours per week with access to a comprehensive group benefits package. Candidates must be comfortable with periodic domestic and international travel for work purposes.

**Application Process:**

Candidates are required to submit their resume with cover letter to [board@ratanak.org](mailto:board@ratanak.org) no later than **9:00am, Friday, November 15.**

We appreciate all applications; however only those considered for an interview will be contacted further.