

Operations and People Lead

Pacific Labour Mobility Support Program (PLMSP) | What we are looking for

This is a senior leadership role at the centre of program enablement.

We are seeking a strategic, practical and people-focused leader who can strengthen systems, manage risk and translate program priorities into reliable operational delivery.

The program environment

PLMSP is a complex, multi-country program supporting labour mobility outcomes across nine Pacific Island countries and Timor-Leste. The Operations and People portfolio brings together finance, procurement and contracting, operational services, human resources, risk, safeguards, safety and security. The role must balance compliance and assurance with services that enable effective country-level delivery.

What success looks like

Operationally strategic

- Connects finance, procurement, people, risk and assurance to delivery
- Translates priorities into practical plans, systems and controls
- Uses sound judgement to support timely decisions

Agile and improvement-focused

- Improves systems using evidence and cross-program input
- Responds effectively to ambiguity and operational pressure
- Balances compliance, efficiency and service quality

Collaborative people leader

- Sets clear expectations and accountability for senior managers
- Builds capability and a high-performing culture across dispersed teams
- Influences stakeholders constructively

Our leadership culture



Lead with clarity, trust and accountability

The successful candidate will coach senior managers, foster an inclusive and collaborative performance culture, and provide stability while enabling teams to act confidently within delegated authority.

The strongest candidate will combine operational breadth with strategic leadership, sound judgement and people leadership.

They will lead confidently through complexity, strengthen accountability and ensure enabling functions deliver practical value to the program.