

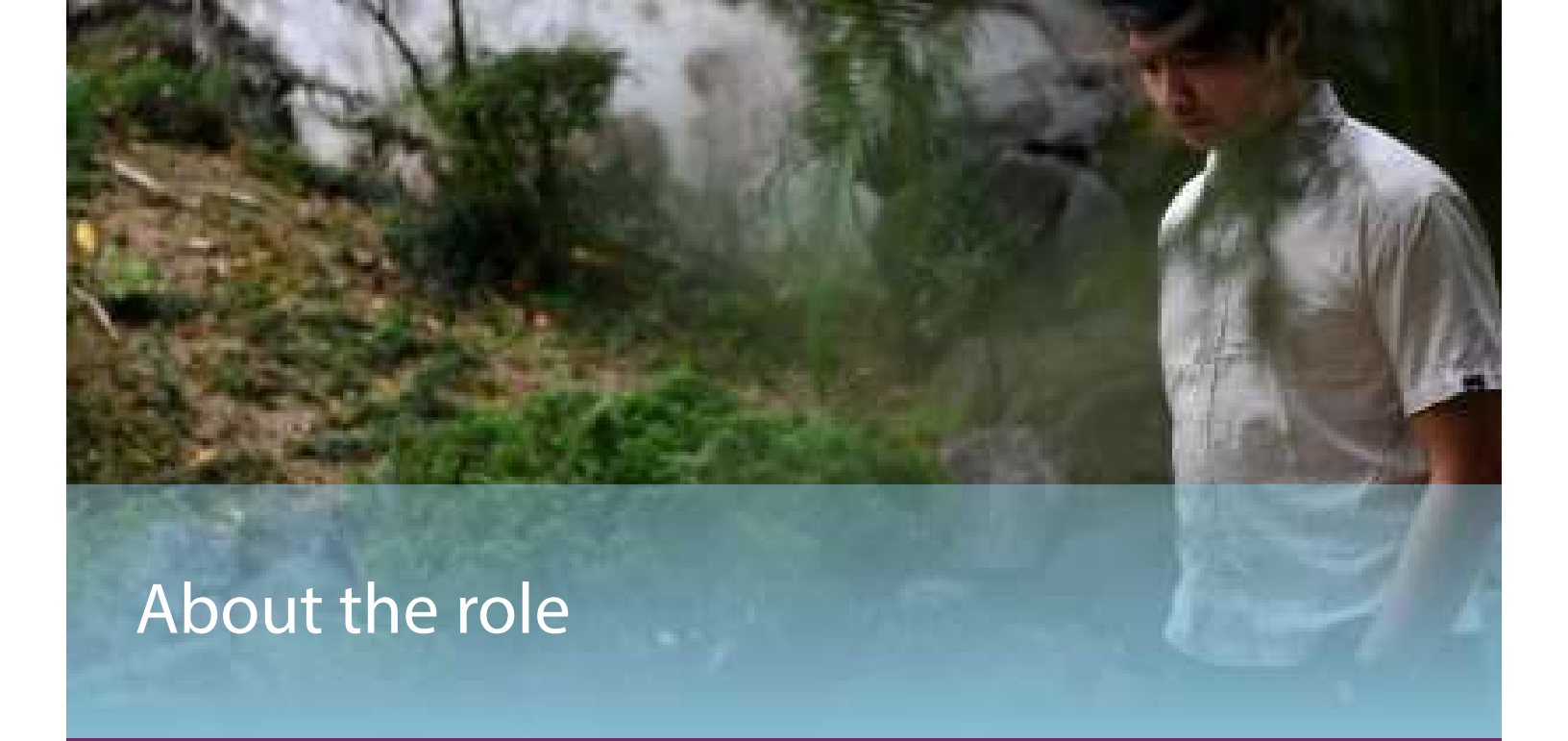


Open Doors International is looking for a
Regional Director Asia



OpenDoors

Serving persecuted **Christians** worldwide



About the role

**LEAD A REGION.
DEVELOP LEADERS.
STRENGTHEN THE PERSECUTED CHURCH.**

Join a global Christian leadership community and help shape the future of ministry in one of the world's most challenging and significant regions. You will develop leaders, shape strategy, and help thousands of believers who are persecuted for their Christian faith, ensuring they are never alone.

For 70 years our ministry has been answering the call to go and serve the most persecuted Christians in the world.

Founded in 1955, our ministry works in over 70 countries, providing support, training, literature, advocacy, and prayer to the Body of Christ in the places where being a follower of Jesus can mean discrimination, loss of livelihood, loss of liberty, loss of life.

The challenges facing the worldwide Church are growing and changing rapidly, yet our vision remains unchanged: Christians engaged everywhere, strengthening the most persecuted so that the global Church remains God's faithful witness to the world. Our strategic outcomes focus on strengthening the Church to remain salt and light in their communities, fostering greater engagement in prayer and support from the global Body of Christ, and equipping Christians everywhere to confidently speak out for those who suffer for their faith. At the heart of our ministry today is this commitment: to ensure that persecuted Christians know they are never alone in their walk with Christ and that their hope in Him is strengthened.

We are seeking an outstanding leader to join our ministry as Regional Director for Asia overseeing ministry across East Asia and South Asia including Southern Philippines. This role will help embed a Christ-centered culture of care and excellence, define and deliver our strategic priorities, and oversee our work with persecuted Christians in the regional area.

For seven decades we have seen in abundance the power of the gospel of Christ to transform people through the witness of Christians persecuted for their faith. We are a ministry of courage, of risk-taking, of pioneering, of believing that all things are possible with God. If this stirs something in you, we invite you to prayerfully consider whether this may be your next calling.

Purpose of Position

The Regional Director provides strategic, spiritual, and operational leadership for Open Doors' ministry in Asia. Working through sub-regional directors and country managers and in close collaboration with global leadership, the role strengthens and serves the most persecuted Christians, supporting their mission to proclaim and demonstrate the gospel of Christ in their communities.

The Regional Director develops leaders, shapes regional priorities, stewards people and resources, manages risk, and ensures alignment with Open Doors' calling, values, strategy, policies, and standards. With a heart for God's purposes and a commitment to servant leadership, the role nurtures a culture of trust, collaboration, care, accountability, and excellence across the region.

Through close collaboration with global leadership, the Regional Director helps ensure that persecuted Christians are strengthened in their witness to Christ and that the Church is strong, united and meaningfully engaged in prayer, support, and advocacy.

Job Description

ROLE & RESPONSIBILITIES

1. Strategic Leadership and Direction

- Lead in achieving the organisational purpose and vision within the region
- Lead the regional team members with love, respect and mutual accountability, as servants of God called to serve persecuted Christians
- Lead implementation of global strategy, including measurement and reporting on outcome indicators
- Periodically review regional strategic priorities and regional and country programs to ensure alignment with global strategic priorities
- Create, align and continuously develop an organisational structure that is effective and efficient in delivering the Ministry's strategic priorities and to optimise service to persecuted Christians
- Support the Chief Programs Officer in the effective management of worldwide field operations and contribute actively to the Global Field Leadership Team
- Represent the region in collaboration with our country fundraising bases to raise awareness of persecuted Christians

2. Culture, Faith and Servant Leadership

- Embed the culture essentials: live the core values daily; seek the success of others and work in unity; speak the truth in love; simplify complexity in our work
- Lead with integrity and servant leadership grounded in a strong personal prayer life and daily application of God's Word with readiness to encourage, teach and inspire teams to follow Christ wholeheartedly
- Promote a culture of integrity, stewardship, and accountability in the handling of people, finances, information, and materials
- Pray frequently for regional leadership teams and country teams so they may fulfil God's calling
- Model a positive and open leadership style that fosters teamwork, trust, safe workplaces, and effective performance management
- Contribute to and support strategic and operational change initiatives, applying conflict resolution processes where required

3. Leadership Development and Succession Planning

- Prayerfully lead the selection of sub-regional directors and country managers, discussing final candidates with the Chief Programs Officer prior to appointment
- Oversee orientation, development, and transition of sub-regional directors and country managers in consultation with the Chief Programs Officer and governing boards
- Manage performance of sub-regional and country leaders through regular assessment, guidance, and

support

- Mentor and guide leaders in strategy, governance, policy, and protection of persecuted Christians
- Develop leadership and organisational capacity-building strategies to strengthen the effectiveness, sustainability and long-term development of the Ministry and its field programmes
- Own succession planning for sub-regional and country leadership roles, including the Regional Director role

4. Accountability, Stewardship and Governance

- Practise duty of care and ensure accountability to the Chief Programs Officer through legal agreements and parent company governance structures
- Ensure all funds raised within the region are accurately recorded and reported
- Approve the opening and closure of legal entities for ministry delivery to persecuted Christians
- Maintain and disclose annually the list of church and Christian partners and governing boards in the region
- Ensure impact in the lives of persecuted Christians and value for funds donated
- Provide communication resources to engage Christians worldwide in prayer and financial support
- Be accountable for the effectiveness, efficiency, timeliness, and quality of project plans, implementation, and reporting
- Lead regional crisis management teams, ensuring coordinated, timely and effective responses to crises affecting staff, programmes and ministry operations
- Ensure the implementation of global policies and standards across the region, aligning them with the Ministry's global direction and contextualizing them to regional and country realities. The role extends beyond compliance to providing leadership and embedding standards in effective practice
- Ensure Safeguarding and Safety and Security standards are effectively implemented across the region, fostering a culture of care, accountability, and risk awareness
- Ensure timely and adequate responses to audit findings and strengthen internal controls where required
- Approve Program Designs, annual operating plans, budgets, and reports for sub-regional and country entities
- Nurture strategic partnerships with like-minded ministries and organisations

Person Specification

KNOWLEDGE, SKILLS AND ABILITIES

Education

Degree in Management, Business Administration, Social Work, Communications, or equivalent fields could be considered. An undergraduate degree in Engineering or another relevant discipline, combined with a master's degree in Management, Leadership, Business Administration (MBA), NGO Management, or a related field, could also be a good fit.

Experience and Capabilities

- Strategic leadership of people, finances, and resources across more than one country
- Leadership experience within an international organisation
- Extensive experience in complex and dynamic field environments, including multicultural immersion and sensitivity to security risks
- An open, enabling, loving yet firm leadership style
- Demonstrable experience of change management and organisational transformation
- Strong general management capability, including finance, risk, compliance, project management, and reporting
- Strategic planning and analytical skills
- High level of Christian maturity, humility, prayer life, and regular Bible study
- Strong written and verbal communication skills in English and another international language

Work Environment

- Willingness and ability to travel regionally and internationally up to 30% of the time
- Participation in and leadership of devotions and Biblical reflections to build Christian community in the workplace

WHY JOIN US AS A REGIONAL DIRECTOR

This is a rare opportunity to combine deep Christian purpose with significant regional and global leadership responsibility. You will lead and develop a diverse team serving persecuted Christians in some of the most challenging and spiritually significant contexts in the world, helping them to remain strong in their witness to Christ.

As Regional Director you will shape regional strategy, set priorities, strengthen leadership and steward resources within Open Doors' global strategy and governance framework. You will have room to exercise mature judgement, while being supported by a global leadership community committed to prayer, collaboration, excellence, and care.

You will also contribute beyond your own region: influencing the future direction of the ministry, strengthening global field leadership, and investing in the next generation of Christian leaders. It is a role for someone who is both courageous and humble, strategic and pastoral, globally minded and deeply committed to the persecuted Church.

This may be the calling you have been preparing for.

HOW TO APPLY

Open Doors International will offer a competitive salary for the post. We are open to applications from anyone who is suitable for this role and who is legally able to live and work in one of the nine countries in the region.

Applications should be sent by email to vacancy@od.org. The closing date for applications is 14th September 2026.

Your application should comprise:

- A covering letter of no more than one page outlining your motivation and relevant experience for the role. This covering letter should also include the names of three referees, one of whom should be your pastor or a church leader who knows you well. Referees will not be contacted until late in the process and only with your prior agreement. The names and details of referees will be held in strict confidence.
- A full CV or résumé, including educational and professional qualifications and a full employment history showing key roles, responsibilities held, and relevant achievements.

Shortlisted candidates will be invited to an initial interview, held online in the last week of September. Finalist candidates will be invited to take part in a further interview stage, which will include in-person meetings. The Open Doors International search panel recognises that this is a two-way discernment process. We encourage each applicant to pray and to seek counsel from trusted fellow Christians as they consider this opportunity.

The successful candidate will be expected to take up the post at a mutual agreed date, but preferably by the beginning of November 2026.

Thank you for taking the time to prayerfully consider this opportunity and to learn more about the work of Open Doors International.

