



Greenpeace South Asia

## **POSITION: REGIONAL HEAD OF OPERATIONS**

**This position is only open to the candidates that are willing to live and work in Sri Lanka.**

This position is offered on a 12 month fixed term full time contract basis initially, with possibility of extension

Location: The position is hybrid (home-office). We offer competitive NGO level salary and benefits, the specifics of which depend on location where the successful candidates will be based. We aim to share this information with candidates before reaching the offer stage.

Greenpeace South Asia is a newly established regional office which is at the initial stage of development with an interesting portfolio of the countries. GPSA's environmental campaigns are focussed on just transition, climate change adaptation and building momentum towards more inclusive environment protection and sustainable development initiatives.

The Regional Head for Operations is primarily responsible for strategically developing the overall operations within the Programme Department in order to achieve GPSA's campaign objectives. This position is also responsible for transition from a traditional actions approach to creative interventions approach. This role involves leading critical cross-functional projects across the South Asia region and fostering strong collaboration with diverse departments to ensure integrated, high-impact delivery of organisational objectives.

This position is also responsible for security culture and risk management of Greenpeace South Asia (GPSA) operations within the region.

### **What we can offer you:**

Greenpeace South Asia is a small but growing regional office with a friendly, motivated and high performing professional team who are all here for the right reasons. We believe, together we can build an impactful regional office that plays a vital role in the sector.

- Remote Location: this position is a home-based position with travel to South Asia region
- Flexible Hours: More control when you work and make room for the rest of your life
- Agency: Be an active part of designing a newly established regional office
- Personal Development: You'll be encouraged to develop both personally and professionally, taking advantage of the wide range of learning and development opportunities available to Greenpeace staff worldwide.

## **Whom we're looking for:**

We believe people gain seniority and expertise on the job, what really matters is the soft skills and openness to learn and work collaboratively with the team. Therefore, someone who has a few of these is well suited to exceed in this role:

- An experienced professional with a strong track record of managing teams, multiple projects and dealing with diversity.
- Strong understanding of the political landscape and operational conditions of the South Asia region.
- Proven experience in the design and implementation of ship tours.
- Ability to take effective decisions in line with organisational goals and objectives, often based on limited information.
- Excellent ability to build a safe, transparent and respectful environment that increases team spirit and ability to work across cultures.
- Able to plan, prioritise and organise the work of a team - allocates work, sets and reviews goals, assesses risks and demonstrates knowledge of interdependencies with other areas of work within the organisation.
- Lived experience in the South Asia region.
- Experience in leading and working with multicultural teams, and projects.
- A deep understanding based on considerable experience (at least five years) of public engagement (including non-violent direct action) campaigning within Greenpeace or a similar organisation.
- A deep understanding based on at least five years of experience of how creative interventions are researched, planned and executed.
- A deep understanding and experience of having done research & field investigation.
- Proven ability to innovate in relation to public engagement strategy and tactical work.
- Expert knowledge of Health and Safety and legal considerations in supporting public engagement work.

In this role you will:

### **Strategic Development and Implementation**

- Lead the shift from a traditional action-oriented model toward innovative, regionally tailored creative interventions that respond to the unique socio-political and cultural contexts of South Asia.
- Design and implement an Operations Strategy that best fits with the South Asia realities.
- Build the GPSA activists' pool to increase our impact in the region.
- Provide strategic input into the planning and development of the Operations Unit, ensuring alignment with regional priorities across annual and 3-year plans, including resource mobilization and budget management.
- Liaise with GPI to secure the necessary time, resources, and expertise, ensuring that South Asia's operational and campaign priorities are adequately supported and strategically aligned with global objectives
- Ensure the appropriateness of targets, campaign relevance, quality of research, planning, execution and evaluation of all GPSA creative interventions.

- Be accountable for the strategic planning, preparation, and oversight of implementation of creative interventions, rapid response, investigations, ship tours, and other related activities in the South Asian region.
- Conceptualize, Design and project manage the implementation of Ship tours in line with the Campaigns objectives.
- Contribute to the continuous evaluation and adaptation of campaign strategies, ensuring they remain dynamic and responsive to the evolving South Asian context.
- Ensure evidence based decision-making through the collection, analysis and application of relevant metrics and other measures to our creative intervention strategies and activities.

### **Operational Systems**

- Oversee all field investigations and R&D of public facing opportunities, with the aim of ensuring that Greenpeace activists have the tools and the information to deploy creative interventions both opportunistically and strategically.
- Take overall responsibility for ensuring appropriate logistical support for all public facing components of Greenpeace campaigns and public engagement and communications strategies.
- Pilot and scale innovative, context-sensitive approaches for public engagement in South Asia, experimenting with dynamic models that deepen participation, broaden reach, and strengthen ownership of our campaigns.

### **Security Management**

- Develop and oversee implementation of GPSA security policy for all our public activities.
- Support and Review the development of risk assessments and prepare security plans for 'high-risk' field-work and projects.
- Comply with and take responsibility that the activists participating in creative interventions comply with the highest health and safety standards possible.
- Develop and maintain a duty of care process to support staff and activists during and after campaign activities including medical, legal and emotional support.
- Closely collaborate with all stakeholders to ensure Security integration into GPSA organisational processes.
- Develop, review and update all office and project security standard operating procedures (SOPs) and conduct training for all staff on the new SOPs.
- Deliver periodic security training, including Crisis Response Team training and specific Field Security Training.
- Create a security culture within GPSA through regular staff updates, familiarisation of staff with our policies and procedures, and an open-door approach to receiving input on suggested security improvements and concerns.
- Develop health, travel security and risk management, duty of care safety protocols and procedures for the region and ensure they are strictly adhered to by all personnel at all times.
- Oversee the maintenance of the safe and effective operation of all Operations equipment and vehicles to guard the health and safety of all participants in Greenpeace creative interventions.
- Oversee and facilitate the security practitioners in the team and build capacity to meet the needs of the organisation.
- Oversee, maintain and improve our Critical Incident Management Systems.
- Liaison with GPI and other NROs on security management to ensure consistent best-practice across our global organisation.
- Advise on and ensure Site Security at our GPSA locations, in coordination with Administration.

- Facilitate and strengthen our legal support system to ease smart risk taking, in line with GP Best Practices.

### **Team Development and Management**

- Building a fit for purpose team, identifying the underlying principles, metrics for success, the approach to tactical campaigning, adapt training and a strong learning mindset.
- Develop and lead the recruitment of staff responsible for creative interventions, logistics, security etc relevant to the Programme and organisation objectives.
- Build and develop a professional team based on the needs of the GPSA.
- Manage a dispersed team of regional staff, allocating tasks and monitoring and evaluating staff performance and providing suggestions for capacity building of the team.
- Foster and support a culture of creativity and innovation in the creative interventions team and across the organisation to deliver the innovative public engagement and activities for which Greenpeace is known for.
- Ensure that all volunteers and/or staff taking part in GP public-facing activities (including creative interventions) have been fully trained for whatever role they are required to fulfil within the activity. Devise and organise training programs for volunteers and activists, including special training schemes for people with special technical skills if required.
- Develop and maintain a network of highly skilled people with specialist skills who are not GP staff but who are ready to carry out technical aspects of GP public-facing activities.
- Maintain and update personal skills and knowledge to make sure that efficient and professional activities can be delivered.
- Manage Operations budgets and resource allocation.

### **Organisational Leadership**

- Play an active role as a member of the Programme Council Team, as well as maintaining strong, productive relationships with other managers and team leaders.
- Contribute to the strategic management of the South Asia programme by shaping and informing regional decision-making, ensuring that GPSA's organisational objectives are effectively translated into context-driven strategies and implemented to achieve sustained impact across the region.
- Act as a representative of Greenpeace to external bodies as appropriate and agreed with the Programme Director.
- Operate at all times with regard to total confidentiality as required by the job.
- Create and project Greenpeace's external image in South Asia by ensuring that all creative interventions and public-facing activities reflect the organisation's values, resonate with regional audiences, and strengthen credibility and influence. .
- Perform other job-related duties as assigned by the Programme Director or Executive Director.

**For further details about the role, please see the full job description [here](#)**

### **To Apply:**

Greenpeace is an equal opportunity employer with a longstanding commitment of providing a work environment that respects the dignity and worth of each individual. We recognise and value the benefits and strengths that diversity brings to our employees and the whole organisation and we thrive in an environment that encourages respect and trust. We do not discriminate in employment opportunities or practices on the basis of age, ancestry, citizenship, colour, disability, ethnicity, family or marital status,

gender identity or expression, national origin, political affiliation, race, religion, sex, sexual orientation and would like to invite you especially to apply!

To apply please [CLICK here](#).

If you have any questions about this vacancy or the application process, please email us at [cgpsa@greenpeace.org](mailto:cgpsa@greenpeace.org). Please note that all applications have to be filled out via the website and cannot be submitted via this email.

**CLOSING DATE: 23:59 (IST), 15th September 2025**