
Job offer : Social Director

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Social Director

Pour un Sourire d'Enfant (PSE) - For a Child's Smile is a non-profit organization founded by Christian and Marie-France des Pallières, operating in Cambodia since 1995. Its mission is to help children escape from destitution and lead them to decent, skilled and well-paid jobs.

Recognized by the local authorities, PSE is working in respect of the country with the Cambodians and thus supports sustainable development.

Six main programs – adapted to the needs of the children – have been developed: food, health, protection, education & schooling, vocational training and help for families.

PSE helps 7,000 children and 7,000 graduates from PSE Vocational Training program graduates have already successfully integrated the job market with a real qualified position. PSE employs more than 650 people in Cambodia (Phnom Penh mainly) and 8 staff at the headquarters in France. 500 volunteers in different countries are actively working on making the organization known through fundraising donations and sponsorships.

In 2000, PSE received the French Human Rights Prize from the French Republic.

Job location : Phnom Penh Cambodia

Start date : 30-12-2025

Job description :

S/he will be responsible for providing strategic leadership and management of the Social Department

team across Phnom Penh (PP), Siem Reap (SR), and Sihanoukville (SHV). This role involves developing a high-performing team to execute program activities effectively, lead in program design, planning, monitoring, and evaluation, and building strong relationships with stakeholders to advance PSE's mission and values within the community and lead people through changes.

Missions :

1. Leadership and People Management:

- Provide overall leadership and guidance to the social team across PP, SR, and SHV to ensure cohesive and effective program execution and lead the change management process to support the movement of the organization. vision, mission
- Develop and lead a team of skilled and motivated staff, fostering a collaborative and goal-oriented work environment.
- Ensure sufficient training to all staff by conducting regular training, performance evaluations, and professional development activities to enhance the team's competencies and program delivery.
- Drive /Lead change management initiatives, equipping teams with the necessary skills and mindset to navigate organizational transitions.

2. Program design, Planning and Evaluation

- Design and plan the Community Engagement Program and Student learning outcomes, aligning activities with PSE's mission, vision, and strategic objectives and recommended to General Director for implementation.
- Oversee the development and implementation of monitoring and evaluation frameworks to track program effectiveness, identify areas for improvement, and ensure alignment with community and student needs.
- Provide data-driven insights and recommendations to inform program adjustments and enhance overall impact.
- Identify activities and programs within the social department that can be converted into project-based initiatives to find funding opportunities. Collaborate with the project team to secure sponsorships and ensure sustainable support for these programs.

3. Engagement and Relationship Management

- Clear communication, aligning different schools, coordinating with stakeholders, and overcoming resistance to change.
- Represent PSE's mission, vision, and core values effectively, building and maintaining positive relationships with internal and external stakeholders, including staff, community groups, local leaders, government departments, school and other NGOs.
- Engage community members, educational partners and local authorities to foster trust,

encourage collaboration, and promote PSE's role as a valuable resource within the community.

- Develop networks and partnerships with relevant organizations to strengthen community support.

4. Community Program Implementation

- Ensure the successful execution of community engagement/empowerment activities, managing resources, timelines, and budgets to optimize program efficiency.
- Monitor and evaluate community needs and trends, adjusting program approaches and activities as necessary to address emerging challenges and opportunities.
- Lead community-based initiatives that align with PSE's goals and address specific community issues.

5. Reporting Communication and Administration

- Prepare regular progress reports and updates for the General Director, outlining key achievements, challenges, and recommended strategies for program improvement.
- Facilitate clear and effective communication within the team and across departments to ensure coordinated efforts and shared understanding of program goals.
Provide timely feedback and reports on program outcomes to key stakeholders, fostering transparency and accountability.
- Ensure that the administration processes of the social department are robust and efficient.

Profile :

Education

- Bachelor's degree in Social Work, Community Development, Public Administration, or a related field. A Master's degree is a plus

Experience

- Minimum of 10 years of experience in community engagement, program management, knowledge about the general education sector or a related field, with at least 5 years in a leadership role.
- Proven experience in team leadership, program design, monitoring, and evaluation.
- Experience in leading teams through organizational change and driving alignment with mission-driven objectives.

Skills

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- High level of English, Capacity to attend international meetings and presentations.
 - Strong interpersonal and communication skills, with the ability to build rapport and foster partnerships with diverse stakeholders.
 - Solid understanding of community engagement principles, public relations, and advocacy.
 - Excellent organizational and project management skills, with experience in budgeting and resource allocation.
 - Familiarity with BMS, SMS, or related beneficiaries' management systems.

Specific Technical Competencies

- Strong Strategic and analytical thinking
- Visionary Leadership & People Management
- Data analysis skills
- Cultural sensitivity and empathy
- Change Management & Organizational Development

Details and contacts :

www.pse.ngo for comprehensive information concerning PSE

Applications with cover letter and resume should be sent to recruitment@pse.ngo

Recruitment team contact: 093 617 555

Status :
Contrat local

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