



Job offer : Head of Communications

Head of Communications

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 : 01-09-2026

Job description :

As a strategic leader, the Head of Communications defines and coordinates PSE's overall communications policy. Acting as a link between governance, operations and local branches, you will strengthen brand consistency, ensure the NGO's visibility and safeguard its reputation. As a key strategic partner, you provide direct support for resource mobilisation by equipping the teams at head office in France and Cambodia with high-impact fundraising and corporate partnership tools.

Missions :

- **Overall Strategy & Brand Governance:** Overseeing the communications strategy; safeguarding the NGO's image, reputation and the consistency of its key messages; implementing crisis communications plans.
- **Editorial & Digital Strategy:** Organising the editorial calendar and overseeing all social media channels; optimising the web ecosystem (SEO/UX) to increase donor acquisition; leading the production of key publications (quarterly newsletter, annual report).
- **Operational Materials & Database:** Oversee the creation of all marketing and promotional materials; organise the database of donors and key contacts in Cambodia.
- **Public Relations & Events:** Coordinate media strategies in France and Cambodia; support the board in their public engagements; optimise the visitor experience at the Phnom Penh campus to build donor loyalty.
- **Internal Communication:** Design and manage internal communication; provide strategic support to senior management to encourage collaboration, optimise information sharing and effectively support change.

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- **Priorities for the first year:** Organise the department by clarifying roles and priorities, finalise the brand platform and propose the new overall editorial strategy.

Profile :

- **Education:** Master's degree (Bac+5) in Communication, Public Relations, Marketing or equivalent. Experience: at least 10 years' professional experience, including managerial leadership roles in an international environment (experience in an NGO is an advantage).
- **Remote management:** Proven experience in leading multicultural and geographically dispersed teams.
- **Agility:** Demonstrated ability to navigate with ease between strategic vision and direct, 'hands-on' operational execution.
- **Fundraising acumen:** Excellent understanding of the communication levers used to attract, retain and engage donors.
- **Languages:** Professional bilingual proficiency in English and French (spoken and written). Knowledge of Khmer is an asset.
- **Personal qualities:** Diplomacy, resilience, collaboration, excellent interpersonal skills and alignment with PSE's humanitarian values.

Details and contacts :

Remuneration: depending on profile and experience

Contract type: full-time (VSI or local contract)

Management: 7 staff members (5 in Cambodia / 2 in France)

Reports to: Secretary-General (line manager), Managing Director, Cambodia (functional)

Location: Phnom Penh, Cambodia + regular travel to head office (France)

Start date: as soon as possible

Details and contact:

www.pse.org for general information about PSE

Applications, including a covering letter and CV, should be sent to rh-france@pse.org

Status :
VSI ou Contrat local

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