



echo[®]
Hope Against Hunger



ECHO ASIA REGIONAL IMPACT CENTER DIRECTOR POSITION

CAREER
OPPORTUNITY
PROFILE

ECHO has been named a top-rated international charity in Florida by
Charity Navigator and in the top 100 Charities in the entire USA!

ORGANIZATIONAL FACT SHEET

ECHO is an international, Christian organization that exists to reduce hunger and improve lives through agricultural networking, training, and resourcing. ECHO promotes sustainable farming techniques, nutritional plants, and appropriate technologies that help small-scale farmers improve productivity, feed their families, and improve livelihoods. ECHO shares proven resources with a diverse network through the internet, printed materials and outreach events. ECHO also saves and distributes seeds of highly beneficial, under-utilized plants and empowers others to save and distribute their seeds.

Through ECHOcommunity.org and ECHO's Regional Impact Centers in East Africa, West Africa, and Asia, ECHO has become a trusted information hub for development practitioners. Through partnerships with academic institutions, non-governmental organizations, mission agencies, and the global church, ECHO has developed a vibrant network that extends to over 180 countries worldwide. These efforts are focused on one vision: *Honoring God by empowering the undernourished with sustainable hunger solutions.*

MISSION

Following Jesus by reducing hunger and improving lives worldwide through partnerships that equip people with agricultural resources and skills.

VISION

Honoring God by empowering the undernourished with sustainable hunger solutions.

CORE VALUES

- We are followers of Jesus and want our behavior, beliefs, motivations, and attitudes to reflect him and bring him honor and glory.
- We are stewards of the resources God gives us.
- We see all people as made in the image of God and deserving of dignity and respect.
- We believe all people we encounter can add value as they share their efforts, knowledge, and experience.
- We are people who value others and give them practical priority in our work and interactions.
- We are partners as we join with other individuals and organizations to accomplish our mission.

EXECUTIVE OFFICERS

Douglas Carlson, Chair of the Board
Dr. Abram Bicksler, President/CEO
Tim Albright, COO

For more information about ECHO's team, please visit:
www.echonet.org

AT A GLANCE

Founded: 1973

Total Worldwide Employees: 80+
2021-2022 Operating Budget: \$4,600,000

Websites:

www.ECHOnet.org
www.ECHOcommunity.org
www.ECHObooks.net

World Headquarters:

ECHO, Inc.
17391 Durrance Rd
North Fort Myers, FL 33917 USA
+1(239)543-3246

Regional Training Centers serving
WestAfrica, East Africa, and Asia.



OUR SERVICES

For 40 years, ECHO has been equipping a diverse network of thousands of development workers, missionaries, local leaders, organizations around the world to better access vital information and other resources needed to improve food security and livelihoods for small-scale farmers and gardeners. As a Christian networking and technical resourcing organization, ECHO uses science to bless the poor.

ECHO operates Regional Impact Centers and Teams, strategically located around the world to bring much-needed locally contextualized agricultural resources within reach of the small-scale farmers who need them. Regional Impact Centers are located in: Chiang Mai, Thailand, Arusha, Tanzania, and Ouagadougou, Burkina Faso.

ECHO's International Headquarters is located at our campus in North Fort Myers, Florida. This campus includes the Global Farm and Research Center, reference library, seed bank, tropical fruit nursery, global bookstore, an Appropriate Technology Center, and global support services offices.

ECHO's regional presence provides not only improved networking opportunities but enables regional-based services such as:

- Offering regular **training events and workshops** on topics of interest for agricultural development workers and local leaders. These training events and workshops take place at ECHO's Small Farm Resource Center and Seed Bank on the outskirts of Chiang Mai, Thailand, as well as in countries across Asia. ECHO's Asia Team also offers training virtually through online content complemented by inter-personal interaction via Zoom and other networking tools.
- **Consulting** with development agencies and organizations including on-site consultations.
- Hosting a **biennial regional agricultural conference** for development workers.
- Offering a **quarterly, regional supplement to ECHO Development Notes (Asia Notes)** in regional languages. For Asia these include Burmese, Thai, Khmer, Indonesian, Mandarin, Vietnamese, Hindi, and Mandarin.
- **Regional Newsletters** highlighting the activities of ECHO in the region and offering a forum for partners to share their activities, opportunities, and events.
- Conducting and extending **regionally relevant research**.
- Developing, printing, and disseminating **relevant publications**.
- Maintaining **regional groups, resources, and forums on ECHOcommunity.org** for the purpose of disseminating and exchanging relevant technical information.
- Operating a **regional seed bank** for the purpose of providing seeds of regionally appropriate crops, not otherwise readily available, for development workers.

Through partnerships with academic institutions, non-governmental organizations, mission agencies, and the global church, ECHO has developed a vibrant network which extends to over 180 countries worldwide.

CULTURE OF ECHO

Nurturing the unique and professional calling to missional holistic development among staff is crucial to carrying out the vision God has given ECHO. Consequently, the right professional background and leadership fit will be a key determinant of whether someone is a candidate for the Director role.

There is a strong element of gratitude, anticipation, and excitement based on what the staff has witnessed of God's work in their midst since the Regional Impact Center was founded in 2009. The staff recognizes that ECHO is an invigorating, inspiring, and unique workplace that provides an environment of professionalism, passion, and potential based on the notion of using science to bless the poor. This is a hard-working and fervent team who are highly motivated and passionately committed to ECHO's mission and purpose while seeking to carry out their mission with excellence. Staff members are encouraged by ECHO's President/CEO to engage strategically, broadly, and effectively in the region in a relevant way while keeping the mission central. While they work hard, there is an emphasis on maintaining strong family life and achieving balance.

The ECHO Asia Regional Impact Center, located in Chiang Mai, Thailand, is made up of both Thai and expatriate staff. Volunteers come from all over Asia, Australia, UK, Europe and the USA to work with us. Engaging effectively with our multi-cultural team requires patience and humility but is also extremely rewarding! Staff enjoy spending time together and share a lively and healthy interpersonal environment

The work of ECHO Asia is implemented under the auspices of the ECHO Asia Thailand Foundation led by a five-Member Board that is committed to the vision, mission, values, and purposes of ECHO, Inc. as articulated in this document.

STAFF DEVELOPMENT

ECHO ASIA REGIONAL IMPACT CENTER DIRECTOR

ABOUT THE ECHO ASIA IMPACT CENTER AND DIRECTOR SEARCH

In 2009, ECHO Asia - a registered Thai Foundation based in Chiang Mai, Thailand - was created to serve the needs of ECHO's network of small-scale farmers and development workers in Asia. ECHO Asia quickly became sought-after for its expertise in sustainable agriculture, Small Farm Resource Centers (SFRCs) and seed banking best practices. Today, ECHO Asia works with thousands of diverse organizations and individuals (many who are leaders with great influence) throughout Asia, annually distributes thousands of packets of seeds of promising plants, and provides knowledge resources in more than seven major Asian languages. A vibrant team of Thai and expatriate staff leverage years of experience in tropical sustainable agriculture and seed banking to effectively serve the region. In 2019, ECHO Asia successfully completed the establishment of an integrated Small Farm Resource Center and Seed Bank just 25 minutes from downtown Chiang Mai. This site has significantly increased ECHO Asia's ability to train workers, demonstrate and research best practices in sustainable agriculture, and propagate high-value seeds and plant cuttings.

During this season of growth, ECHO is seeking a Director to lead the ECHO Asia Team. The Director will lead and supervise the team leaders and staff, as well as actively participate in their training and outreach to development organizations and workers across the Region. The Director will work to nurture and develop partnerships throughout Asia and represent ECHO publicly. In consultation with ECHO's President/CEO and the Directors of the ECHO Asia Thailand Foundation, the Director of ECHO Southeast Asia will work with the team to strategically design, implement, and effectively execute ECHO's engagement in Asia, with an eye to the continued expansion of and servicing of the network. Part of the strategic plan for Asia is to create and implement scalable and modular teams to ensure the contextualized relevance of ECHO Asia. Fundraising for a South Asia team is currently ongoing.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Develop, supervise, and support the existing Asia team along with potential future teams that are modular and scalable serving distinct regions of Asia.

- Ensure teams are developing and maintaining diverse networks of those working directly with farmers in the Asia region.
- Ensure teams are providing validated training, tours, demonstrations and technical support in ways that are strategic in both impact and multiplying benefit for small-scale farmers, communities, and partner organizations in the region.
- Work with team members to develop follow-up steps ensuring that participants in ECHO's regional equipping events receive appropriate encouragement and support through e-mail, technical advice, and access to ECHO materials.

- Ensure that team members are evaluating the impact of training events to improve training resources.
- Ensure that team members are creatively disseminating validated innovations, ideas, and techniques throughout the region.
- Actively participate in facilitating and conducting training activities.
- Facilitate the selection and development of research and demonstration activities that benefit small-scale farmers and gardeners in Asia.
- Provide guidance and direction to the on-going operation and development of the ECHO Asia Seed Bank and the management and focus of its seed collection.
- Oversee the effective management, administration, public engagement, and financial conduct of the Asia Team and future teams.
- Lead staff assessments and professional development plans.
- Lead and encourage the health, growth, and equipping of the Asia staff team individually, collectively, professionally, relationally, and spiritually.
- In coordination with ECHO's President/CEO properly operate in accordance with the guidance and oversight of the ECHO Asia Thailand Foundation Board.

2. Develop Partnerships

- Develop intentional partnerships between ECHO and like-minded individuals and organizations working to improve the productivity of small-scale farmers in Asia through the identification, validation, dissemination, and evaluation of innovations, techniques, and regionally relevant ideas.
- Leverage organizational capacities/strengths to connect diverse network members.
- Introduce ECHO resources to change agents previously unfamiliar with ECHO and connect regional change agents to one another.
- Develop relationships between ECHO and like-minded individuals and organizations interested in partnering with ECHO financially.

3. Develop Strategy for effective engagement in the region

- Develop ECHO Asia as an integral and closely linked element of ECHO's global outreach and engagement.
- Strategize and develop modular, scalable regional teams housed at the ECHO Asia Small Farm Resource Center that are under the leadership of the Asia Director that serve Southeast Asia and South Asia in addition to future teams to ensure relevancy and localization of innovations.
- Keep informed about small scale farmer challenges, innovations, agricultural tools, techniques, and practices through continuing education, research, professional development and engagement in regional meetings and conversations.
- Work in close consultation with ECHO Florida and other ECHO regional training leaders to develop/enhance training curriculum that is science/research/experience-based and relevant to the needs of small-scale farmers and gardeners in Southeast Asia.

4. Coordinate Communication

- Based on weekly, monthly, and annual schedules and protocols, facilitate the development of ECHO Asia plans, proposals, budgets, and reports.
- Ensure close communication with ECHO Florida.
- Supervise the writing and distribution of reports and impact stories following Asia training and networking events.
- Maintain correspondence with partners in the Asia region
 - Ensure production of quarterly issues of ECHO Asia Newsletters.
 - Locate appropriate outside technical materials and resources that can be contextualized, translated, and shared with the ECHO Asia network
 - Coordinate the translation of Asia Notes, ECHO Development Note issues, and other technical materials into regional languages.
 - Assist in providing ready access to these materials through ECHOcommunity.org.
 - Share best practices with other RIC directors and ECHO Florida staff.

QUALIFICATIONS:

The qualifications listed below describe the character, experience, knowledge, and skills a qualified candidate will possess to serve as Director of ECHO Asia.

1. A committed follower of Jesus Christ who affirms ECHO's Statement of Faith or the Apostle's Creed and possesses character traits consistent with ECHO's core values.
2. Must have significant international agriculture and extension experience working with small-scale farmers in an Asian context.
3. Demonstrated ability to develop and maintain a high level of collaboration, networking, communication, and trust.
4. Demonstrated ability to build and lead a thriving, ethnically diverse team in Asia.
5. Demonstrated ability to work collaboratively with a team to set and achieve goals, solve problems, and implement research and extension programs.
6. Demonstrated ability to strategize and implement new initiatives that are conducted in a humble, participatory manner.
7. Demonstrated commitment to a thoughtful integration of word and deed as an expression of holistic Christian witness.
8. Demonstrated commitment to embracing the dignity of small-scale farmers and their local knowledge.
9. Demonstrated experience overseeing/coordinating training programs and staff, and/or conducting and coordinating research, and/or obtaining program/research grants.
10. Demonstrated commitment to working for the best interests of a diverse Asian network.
11. Demonstrated proficiency in spoken and written English and high oral proficiency in Thai.
12. Demonstrated proficiency in computer programs including: Microsoft Word, Excel, PowerPoint, and Google Docs.
13. Availability to travel throughout the country/Region/internationally as well as to work weekends for special events.

REQUIRED EDUCATION AND EXPERIENCE:

1. Minimum of a Master's Degree in agriculture, community development, or related area of study required.
2. Minimum of five years of experience in international agriculture, sustainability, community development, and/or agricultural extension in Asia.
3. Minimum of five years of experience serving and leading in an Asian cross-cultural context.



BENEFITS:

- Competitive Wages
- Paid Medical Insurance
- Paid Holidays
- Paid Time Off (PTO)


PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential function of this job. While performing the duties of this job, the employee is regularly required to stand, walk; use hands, talk and hear. Fine motor skills such as typing, the use of a computer mouse and telephone handset are required. The employee is frequently required to reach with hands and arms. The employee is required to sit, stoop, kneel, and crouch. The employee must occasionally lift and/or move up to 30 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.

TO APPLY:

Please forward your letter of interest, technical writing sample, and resume/CV to the attention of: asia@echonet.org.

ECHO, Inc.
17391 Durrance Rd
North Fort Myers, FL 33917
239.543.3246
www.echonet.org | www.echocommunity.org



ADDENDUM

Each Staff Member at ECHO is asked to sign ECHO's Statement of Faith or the Apostle's Creed.

STATEMENT OF FAITH

- We believe the Bible to be the inspired, the only reliable, authoritative Word of God.
- We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
- We believe in the deity and humanity of Christ, in His virgin birth, in His sinless life, in His miracles, in His atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His present rule as Head of the Church.
- We believe in the salvation through God's grace of all who repent and put their faith in Jesus Christ alone.
- We believe in the indwelling presence and transforming power of the Holy Spirit, by which the Christian is enabled to live a godly life.
- We believe in the future personal return of Jesus Christ and the resurrection of both the repentant and unrepentant who will be judged by Jesus with justice and mercy; for those who are repentant unto the resurrection of eternal life and those who are unrepentant unto eternal condemnation.
- We believe in the spiritual unity of believers in our Lord Jesus Christ with equality across racial, gender and class differences.

THE APOSTLE'S CREED

I believe in God, the Father Almighty,
the Creator of heaven and earth,
I believe in Jesus Christ,
His only Son, our Lord:
Who was conceived by the Holy Spirit,
born of the Virgin Mary,
suffered under Pontius Pilate,
was crucified, died, and was buried.
He descended into hell.
The third day He arose again from the dead.
He ascended into heaven
and sits at the right hand of
God the Father Almighty,
whence He shall come to judge
the living and the dead.
I believe in the Holy Spirit,
the holy catholic church,
the communion of saints,
the forgiveness of sins,
the resurrection of the body,
and life everlasting.
Amen



ECHO Asia Small Farm Resource Center & Seed Bank

