



22nd Floor, Connaught Marina, Sheung Wan, Hong Kong SAR www.voyage-my.org

Role: Associate / Senior Associate

Location: Hong Kong SAR

About Voyage:

Established in 2016, Voyage is a mission-driven non-profit (registered as a section 88 in HKSAR) that actively manages a portfolio of long-term, strategic initiatives to achieve impact at scale.

Voyage has shaped >800m USD in strategic philanthropy in Asia targeting systems change in various areas including, but not limited to philanthropic sector building, poverty alleviation and livelihoods, youth and education, aging, disability inclusion and mental health.

What we do – impact missions:

We work with leading partners (the region's largest philanthropic institutions and governments) to design, build and scale initiatives to achieve societal impact at scale.

On each impact mission, our partners bring domain expertise, experience, and resources and we bring depth in societal impact and philanthropy, first-principles strategy development and research, program and organisational design and incubation, and evidence-based adaptive management.

Two examples of our live missions are below:

- **Urban Poverty Alleviation:** Voyage is the incubation partner of JC PROJECT LIFT: a 720m HKD (93m USD) five-year initiative to uplift thousands of underprivileged families, pioneering an Urban Graduation Approach (UGA). In the Project's design phase, Voyage advised the Trust on localising the Graduation Approach to the Hong Kong context and on creating a robust impact evaluation design. During the current implementation phase, Voyage supports the project's adaptive management by staying closely connected to on-the-ground realities and using evidence to continuously refine our approach. Together with HKJCCT, we review and adjust targets, programme design, and site-based support strategies regularly, based on tracking utilisation and interim changes, frontline insights, endline results and household analyses.
- **Domestic Philanthropy in Asia:** Voyage is the Research Secretariat of the Commission on Asian Philanthropy, leading the Commission's research, driving the generation of actionable insights and the design of high-impact projects that will guide an ambitious investment roadmap for philanthropic institutions and infrastructure over the next decade. The Commission is a three-year (2024 – 2027) research-to-action initiative for policy-makers and decision makers in Asia, aiming to accelerate the quantity, quality and impact of Asia's domestic philanthropic ecosystems toward inclusive and sustainable growth by 2050. The Commission gathers 13 leading philanthropic funders and institutions domestically rooted in Asia as Commissioners, covering 9 Asian countries representing 70% of Asia's population and 80% of its GDP (China, Japan, India, Indonesia, Malaysia, Singapore, Thailand, Kingdom of Saudi Arabia, United Arab Emirates).

Role description: Associates/Senior Associates are “Managers in training” and expected to blend four roles together:

- **Builder:** Entrepreneurially design, drive and lead implementation of an initiative – taking ideas from strategy development to program design to implementation at scale;
- **Strategist:** Develop first-principles hypotheses on how to drive for impact at scale in a specific context and/or issue area, based on critical thinking, research and analysis;
- **Collaborator:** Facilitate collaboration and partnership with trusted partners, including leading philanthropies, governments, academia, corporates and non profit organisations;
- **Team member:** Actively support each others' professional development and ensure we're bringing the best of the whole team to our initiatives.



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Experience required:

- 3 – 5+ years of professional experience in strategy consulting, in-house strategy development or general management trainee programs, think tanks, or leading philanthropic institutions in program design and/or implementation. Advanced degrees also welcome – PhDs in economics, public policy, development or related social science field and a minimum of 1 year of full-time working experience;
- Demonstrated success in managing and executing initiatives, preferably with a focus on social impact with scale and sustainability;
- Proven ability to collaborate across multiple-stakeholders, preferably with governments, foundations and non-profits;
- Full working proficiency in English, Cantonese and Mandarin.

Cultural traits required:

- Drive to make a systematic and lasting difference for society's underprivileged
- Enjoyment of being in a meritocratic, zero politics culture
- High internal bar for intellectual rigor and depth
- Commitment to always learning and adapting

Why join Voyage:

- **See ideas all the way through to impact at scale:** Your work will be highly intellectually stimulating and deeply fulfilling as you see the results.
- **Build top-tier capabilities:** Daily apprenticeship on our core capabilities including, but not limited to: strategy, critical thinking and judgment for impact, first principles problem solving and research, facilitation, program design and evidence-based adaptive management.
- **Push the boundaries of the sector together with industry leaders:** Voyage is trusted by and works in partnership with leading philanthropies in the region on collective efforts that aim to shape the sector for decades to come.

Recruiting Timeline:

- Please send your cover letter and resume (in English and in one PDF document) to jennifer.chan@voyage.org (or to reach out with any questions about the role);
- Applications are processed on a rolling basis, so it is beneficial to apply as early as possible.