



JOB DESCRIPTION

Advisory Lead (Government and Philanthropy - Singapore)

Who You Are

You are someone who understands how the public sector operates and believes in the power of collaboration to tackle the most pressing societal challenges. You are keen to leverage your experience to bring together government, philanthropy, and the private sector to create solutions that drive systemic change. You thrive in influencing others, building trust, and unlocking value for partners across sectors. You are energized by the opportunity to build a business and high-performing team that will push the boundaries of what is possible in impact, co-creating a new way for collaboration and innovation in Singapore and the region.

The Opportunity

You will play a key role in driving the growth and success of a mission-driven organization, leading the sales and engagement strategy in Singapore and managing key relationships with public sector clients and funders. Working closely with the Deputy CEO, you'll develop tailored value propositions, oversee business development efforts, and strengthen client partnerships. As part of the Temasek Trust ecosystem, you'll engage with senior stakeholders and contribute to positioning the firm as a thought leader in impact-first funding, all while driving revenue growth and operational excellence.

Who We Are

Tri-Sector Associates is a non-profit advisory firm that brings the people, private, and public sectors together to improve the lives of those in need. We do so by structuring collaborations that empower impact organisations, align incentives with outcomes, and crowd-in capacity-building capital. Through our work, each sector of society plays to its strengths to solve the most complex societal problems of our time.

We are supported by Temasek Trust, the Economic Development Board, and leading philanthropists. Our innovative approach includes adapting leading models to Asia such as the Pay For Success (PFS) model, and has been recognized by thought



leaders such as Stanford Social Innovation Review, Forbes, and the Oxford Government Outcomes Lab. Our projects span diverse areas including early childhood intervention, youth unemployment, recidivism, healthcare, eldercare and sustainability. Our work is across the Asia region, including Singapore, Southeast Asia, and Greater China.

For more information, please visit <https://trisector.org/>

What You Will Do

As we grow our team of highly skilled professionals and our pioneering work, we are looking for an **Advisory Lead (Government and Philanthropy - Singapore)** to join our office in Singapore. The Advisory Lead is typically for individuals with at least 10 years of relevant work experience. This role is a full-time position based in Singapore, with a target start date of **May 2025**.

Amongst your core responsibilities will be:

Sales and Engagement Strategy (Singapore-Focused)

- Develop and execute a sales and engagement strategy aligned with the firm's strategic goals, focusing on public sector clients and Singapore-based funders.
- Lead business development efforts to secure key opportunities that drive revenue growth, catalyze funding, and enhance brand positioning
- Refine tailored value propositions and design collateral for target segments, ensuring alignment with the firm's market positioning and objectives.
- Report to the Deputy CEO on the sales and engagement plan, providing regular updates on market activities, pipeline status, and financial forecasts.
- Establish the firm as a thought leader in innovative funding and collaboration models through targeted brand-building and engagement activities.
- Collaborate with the Advisory Lead for International Development to report pipeline and financial forecasts, proposing strategic adjustments as needed.

Senior Client and Stakeholder Relationship Management

- Cultivate and maintain strong partnerships with senior-level clients and key project stakeholders, particularly in the public sector.
- Set and manage client expectations throughout project delivery, providing strategic guidance to the engagement team.
- Identify and scope new opportunities to expand existing client relationships into long-term partnerships.

Quality Oversight of Engagements

- Oversee client engagements as the Relationship Lead, provides hands-on support when needed to ensure high-quality delivery and alignment with client expectations.
- Attend client meetings, serving as the primary point of contact to understand client needs and provide strategic guidance.
- Review and approve key deliverables, upholding the firm's quality standards and driving outcomes that exceed client expectations.
- Continuously seek opportunities to improve project management standards and processes to enhance overall client outcomes and operational efficiency.

Firm Development and Team Growth

- Enhance business development processes, tools, and systems to improve efficiency and effectiveness.
- Mentor and support the professional development of junior team members and peers in business development and client engagement.

Why You Should Join Us

We are creating a 'delta force for impact', with a crack team of high achievers drawn from across different sectors. Together, we are committed to creating a unique organization where we can achieve our potential and self-actualization.

Each team member gets to:

1. **Constantly build new skills and develop themselves.** We hire A players from each sector, and then cross-train them in the best practices of other sectors. Everyone has something to learn.
2. **Use their past experience in new ways.** We appreciate what each team member can bring to the table. We have public policy experts, strategy consultants, social entrepreneurs, and quantitative PhDs each contributing their talents and experience to our mission.
3. **Exercise autonomy and control over their own fate.** We build the organization together – everyone has a role in setting the firm's strategy and major decisions. If you don't like something, you will be playing a part in fixing it.
4. **Work with people who really care.** We wake up each day thinking about how we can do better for the people we serve and push the system towards more impact. We hold ourselves and each other to account for that.
5. **Directly see their personal delta.** Each team member's work will often mean the difference between a frontier being pushed in the world - or not.



The buck stops with you, so when you look back, you will be able to say: "I did that".

What We Are Looking For

Successful candidates will have demonstrated:

- **Public Sector Expertise** – Deep understanding of how government works in Singapore. Knowledge of the philanthropic landscape is an added advantage.
- **Business Development & Market Positioning** – Proven ability to develop and execute go-to-market strategies, secure advisory engagements, and navigate public sector procurement.
- **Senior Stakeholder Management** – Network within government and philanthropy sectors; ability to engage and influence senior decision-makers.
- **Advisory & Project Leadership** – Track record in leading relevant advisory projects, delivering high-quality insights, and managing multi-disciplinary teams.
- **Thought Leadership & Brand Building** – Experience in public speaking, thought leadership, and positioning the firm as a trusted advisor in innovative collaboration and funding models.
- **Strategic Planning & Business Acumen** – Skilled in aligning business opportunities with long-term strategy.
- **Leadership & Team Development** – Strong mentoring, coaching, and internal process improvement skills to drive firm-wide excellence.

Candidates with these skills and attributes will typically have had experience from backgrounds in working in the public sector, leading evaluation firms, management consulting, or development finance. However, we believe that there is a diversity of settings where these skills can be developed, and are open to considering candidates from different backgrounds. To us, what matters more is: what have you actually done, and what could you achieve with us if given the opportunity?

How to Apply

In your resume, please set out your educational background, work experience, skills, and work authorisation / citizenship status.

Your submission can be done via this [form](#). If you are unable to use the form, please email your responses and resume to careers@trisector.org, subject line:



Advisory Lead (Government and Philanthropy – Singapore)] [Your name]. Applications will be processed on a rolling basis and accepted until 28 March 2025. We may keep this role open beyond the deadline if we are unable to find a suitable candidate. Only submissions sent via the form or email address will be considered.

Our interviews generally span 3 rounds, including a phone interview, cases for you to have a sense of the work which we do, and a chance to meet members of the team to understand if we are a good mutual fit. Due to the high volume of applications, we regret that we will only be able to notify shortlisted candidates.

Applicants who are not contacted within one month should consider their applications filed for future reference.