
Director of Asia-Pacific

Full-Time

About Toniic

Toniic is a global community of private asset owners seeking to steward wealth and use influence to enable a thriving world. Our members – more than 500 high net-wealth individuals, family offices, and foundations from more than 25 countries – are active impact investors and philanthropists, for whom Toniic provides a vibrant community, with education, investment opportunities, impact support, and events. Toniic also builds the field of impact investing, leading by example to move money and mindsets.

For a view into our world, please visit: www.toniic.com

Job Summary

The Director of Asia-Pacific (DAP) is a strategic and hands-on leader responsible for membership growth and retention across Asia-Pacific. Reporting to the Managing Director, Global Engagement, the DAP is the primary liaison for assigned members, coordinates internal initiatives to promote consistency across the global membership experience, and develops key relationships with strategic partners in the APAC region to advance Toniic priorities. The DAP will identify the Asia-Pacific pulse, generating ideas for content and programs that will successfully engage and retain members. The DAP will work closely with all teams to advance Toniic's mission.

Primary Responsibilities

Member Recruitment (40%)

- Co-design & implement the regional strategy for achieving net membership growth
- Identify & recruit new Toniic members, with an emphasis on Asia-Pacific
- Keep the pulse on the interests and needs of impact investors in Asia-Pacific.
- Participate in regional ecosystem events, including as a speaker, being a highly visible presence in the region



Retention (40%)

- Serve as relationship manager for assigned Toniic members; this includes but is not limited to relationship management meetings/calls, making member introductions within the community, and working with the Toniic Programs team to support member education and investment interests
- Deliver a high value and personally-meaningful membership experience to support the retention of assigned members
- Identify & implement strategies for increasing member engagement & membership growth
- Track membership trends, on key areas of interest, investment themes, etc.
- Contribute ideas for content relevant to the Asia-Pacific audience, and identify speakers and themes from the APAC region that are valuable to the global audience of Toniic.
- Plan and facilitate local meet-ups and engagement activities (for members and prospects) in the region

Partnerships (10%)

- Develop relationships with strategic external partners in the APAC region (for thought-partnership and member recruitment)
- Develop relationships with funders that have the potential to support Toniic's field-building initiatives
- Develop relationships with entities that have the potential to sponsor Toniic events & other activities
- Represent Toniic at meetings & conferences

Administration (10%)

- Work within the regional budget to maintain financial sustainability
- Report key performance metrics to support the global growth of Toniic membership
- Maintain a high level of data integrity through our shared systems, especially Salesforce
- Participate in regular internal meetings to achieve consistency across the membership experience globally

Desired Experience/Skills

Required

- 5-7+ years of progressive experience in recruitment and engagement for impact driven organizations
- Demonstrated successful relationship management skills and experience
- Strong communication skills (proficient in English)
- Fluency in a local language (e.g. Mandarin, Cantonese, etc.)
- Demonstrated ability to work effectively with high net wealth individuals, investors, partners, and the broader impact community
- Some knowledge of the impact ecosystem - expertise in a specific investment theme a bonus!
- Proficiency with technology including CRMs, google suite, and an aptitude for user-friendly platforms
- Highly independent and self-motivated
- Strong cross-cultural skills, with demonstrated experience in a key Asian market
- Ability to travel across the Asia-Pacific region as required

Preferred

- Excellent facilitation skills
- Knowledge of impact investing

Core Competencies

- *Self-awareness* – Reflexive with reference to individual social location, with a strong understanding of personal strengths and areas for growth.
- *Humility* – Approaches new (and old) information with genuine humility and openness. Is aware of what they don't know.
- *Emotional Maturity* – Able to maintain composure under pressure and handle multiple priorities.
- *Strategic Focus* – Engages stakeholders in developing, supporting, and implementing the strategic direction.
- *Good Judgement* – Takes a systems approach to solving problems and making decisions in collaboration with stakeholders – deep listening paired with good questions.
- *Bias for Action* – Uses a proactive entrepreneurial approach to take action and achieve desired outcomes, with experience in a leanly resourced organisation.



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- Embraces [Complexity](#) – Seeks to learn from rather than manage complexity.
- *Excellent Communication* – Written and verbal. Effectively informs, influences, and persuades others
- *Cross-cultural Competency* - Ability to effectively understand and engage with diverse people by recognizing and respecting their beliefs, behaviors, and perspectives.

Accountability

The Director of Asia-Pacific reports to the Managing Director, Global Engagement.

Compensation

Fee range: \$90,000 - \$115,000 USD annually. Compensation is dependent on skills and experience.

Toniic offers the equivalent of 15 days vacation, plus annual closure for 2 weeks during July/August and 2 weeks in December. We also offer a technology and home office stipend, and flexible working conditions through our remote working policy.

Hours of Work

This position requires 40 hours p/week for an indefinite period. It will begin in September 2025. All team members are required to exercise flexibility in working times in order to accommodate our global team.

Location

This position must be located in a key market within the Asia-Pacific region, and requires regular coordination and meetings across business time zones in the Americas, Europe/Africa, and Asia-Pacific.

Toniic is a fully remote organization, with team members located in the Americas, Europe, Africa, and Asia. You will primarily work from home, with some travel for events and meetings. Expectations are outlined in our remote working policy.

Accessibility

We are committed to the principles and practices of an inclusive and equitable employment process. Our goal is to have a diverse staff team, and we encourage applicants from communities which are structurally marginalized based on race, colour, religion,



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nationality, social or ethnic origin, sex, age, disability, sexual orientation, gender identity and/or expression. We welcome applicants from all communities.

How to Apply

If this sounds like you, we require a brief cover letter and resume in one document.

Incomplete applications will not be considered.

Please apply by Monday July 21, 2025 to: apply@toniic.com with the subject line "Application for Director of APAC".

Due to the high number of applications Toniic receives, only candidates who are selected for an interview will be contacted. We thank all applicants for their interest in Toniic.