

# Lois Freeke

Manager, Asia Pacific & International



With an international background and global recruitment expertise, Lois manages NGO Recruitment's Asia Pacific and international recruitment. She has more than 17 years' recruiting experience, leadership and business expertise, and is often invited to be a media resource and spokesperson on career development and non-profit recruitment topics.

Lois has a stellar reputation built on personal integrity, reliability and professionalism. She's driven by a genuine desire to place more good people into the not-for-profit space, to increase social impact and since joining NGO Recruitment in 2021 she has helped many international non-profits with multi-country operations to hire effectively. She also helps Australia-based NGOs seeking to foster diversity or hire for international experience.

Having lived and worked overseas for much of her career, including a role as the China GM of a global recruitment brand, Lois understands the challenges faced by international recruitment and the complexities of building global teams. Lois' depth of international experience and rigorous approach means she excels in sourcing senior leaders, finding candidates with unique skills, and recruiting for positions affected by local talent shortages.

She's found exceptional candidates for hard-to-place roles, such as regional directors for complex programmes in Asia and the Pacific, campaign strategists, and technical and thematic experts for international development, humanitarian aid, climate action, research institutes and animal welfare organisations, among others, internationally. Lois is the recruiter who clients call on when their recruitment efforts have been exhausted and they need to retain the services of an industry specialist.

Lois has numerous qualifications in career coaching, personal branding, resume writing and career transition coaching, from the International Coach Federation (ICF). She is also a certified Asperger's/Autism

employment coach. She established NGO Recruitment's outplacement and career transition services—a first-of-its-kind offering for the non-profit sector, securing a large, multi-country contract with a global humanitarian aid organisation.

Prior to making for-purpose recruiting and career coaching her focus, Lois held a number of senior management roles in recruitment, sales, and marketing internationally; and ran her own successful business providing recruitment and career support for global and ex-pat executives. Lois is also a Mandarin Chinese speaker.

## How Lois makes recruiting effective

She focuses on running a watertight recruitment process from the first conversation through to the final hire, ensuring that every step is guided by a deep understanding of what each client and candidate is looking for and carefully managing the expectations of both. Attention to detail is second nature for Lois: her success as a recruiter, career coach and outplacement services provider has hinged on displaying empathy, precision and professionalism.

Lois follows best practice recruitment processes but also brings an added depth of resolve and creativity to sourcing global talent. She's skilled at targeting passive job seekers and actively maps international markets, conducts outreach and explores niche hiring and marketing channels to expand her chances of engaging the ideal candidate. Lois believes that if the talent exists, she will find it (and she always does!).

## Top 3 reasons to trust Lois

1. Empathetic, creative and determined

2. First-hand knowledge of international markets and recruitment

3. Highly accountable: always delivers

---

## A taste of not-for-profit roles Lois has filled

- > Development Director APAC, Room to Read
- > Country Director, European Climate Foundation /Tara Climate, Indonesia
- > China Strategist, The Sunrise Project, USA
- > Executive Director, The Border Consortium, Thailand
- > Global Head of Corporate Partnerships for Animals Asia
- > Advocacy and Policy Lead for Oxfam, Thailand
- > Major Donors and Bequest Manager for Japan for UNHCR
- > Pacific Programme Director for Plan International Inc.
- > Regional Manager, Pacific for RedR Australia
- > Country Lead - Vietnam for European Climate Foundation
- > CEO, Rotary World Community Services Australia
- > Development Director APAC for Room to Read International
- > Deputy Director Communications, Asia for 350.org (Global)
- > Country Programme Manager, Philippines, Plan International
- > Business Development Director APAC, The Nature Conservancy
- > Global Investor Strategist, The Sunrise Project
- > CEO, IEEFA, Australia

---

## Why Lois believes in doing good

Supporting important causes, especially humanitarian and international development initiatives, as always been part of how Lois approaches life. While she's held senior roles in the commercial sector, she truly found meaning in her work when she started applying her considerable knowledge and experience to helping people find careers that create social impact.

She volunteers as a career coach for ProjectDisplaced, a service that initially focused on supporting people who had lost their jobs due to the COVID-19 crisis and now provides free professional career advice to Australian job seekers.

---

## Contact Lois

- M: +61 (0)408 629 107
- E: [lois.freeke@ngorecruitment.com](mailto:lois.freeke@ngorecruitment.com)
- LI: [linkedin.com/in/loisfreeke](https://www.linkedin.com/in/loisfreeke)
- W: [ngorecruitment.com](https://www.ngorecruitment.com)

Specialists in not-for-profit sector executive search, recruitment and HR services.

---

## What past clients and candidates say about Lois' approach

"Lois was able to provide a timely and efficient, yet personal service, that not only was successful, but left all stakeholders feeling very connected to the process. She remained in regular contact with me at all stages of the process, so that if I ever had a question or concern, she readily responded. She was also extremely proactive, and was able to highlight any concerns, before they became an issue. Finally, last but not least, the pool of applicants she was able to provide was outstanding, and exceeded our expectations. All in all, it was an excellent experience, from start to finish, and I would recommend Lois and NGO Recruitment to others."

### SUMANT KUMAR

REGIONAL HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT PARTNER, ASIA REGION  
PLAN INTERNATIONAL

"Lois is by far the best recruiter I have met. Knowledgeable, articulate, helpful and a pleasure to work with. She gave me guidance and advice that far exceeded the requirements of a recruiter and have positively impacted my recruitment experience. I believe anyone who has the privilege to speak to Lois on their next career goals would agree with me."

### LEONA LEONG

GLOBAL HEAD OF CORPORATE PARTNERSHIPS  
ANIMALS ASIA

