



Job Description Director of Operations (Interim – 6 months, with Potential for Full-Time Appointment)

Labor Solutions

Location: Remote (based in Indonesia)

Reports to: CEO

About Labor Solutions

Founded in 2013, Labor Solutions, a social enterprise, leverages technology to engage and educate workers. We provide consumer brands with big data about human rights risks by equipping suppliers (factories) with human resources tech tools to educate, connect and engage workers. WOVO, our flagship product, is one app for workers (to communicate, learn & report), one platform for suppliers and one dashboard for brands.

Our tools ensure that factory workers know their rights & responsibilities, can access remedies, and are heard by stakeholders. We serve over 1.5 million workers (80% women) in 36 countries and 26 languages. Our key strength is our ability to reach workers. Our in-market team understands the challenges facing users. We use worker-centric design, designing for an underserved market: workers with lower education and literacy rates.

Our advisory services help to build collaborative social ecosystems to drive change. We partner with leading experts to produce quality eLearning courses & measurement tools to amplify impact.

We are a business for women, founded, managed, and owned by women.

The role:

Labor Solutions is seeking a strategic and hands-on Director of Operations to lead and strengthen our operational, financial, and HR functions. This is a 6-month interim leadership role with the potential to transition into a full-time position. The Director of Operations will take full ownership of HR oversight, financial management, operational excellence, and business infrastructure, ensuring the company operates efficiently, compliantly, and profitably while supporting future growth and expansion.

What you will be doing:

Strategic & Financial Leadership

- Assume full ownership of financial operations across all entities
- Oversee budgeting, forecasting, P&L, cash flow, AR/AP, payroll, and financial reporting
- Safeguard financial transparency and strengthen internal controls
- Drive cost optimization while maintaining operational effectiveness
- Lead engagement with external auditors, tax advisors, and corporate secretaries



- Ensure full financial, regulatory, and entity compliance across jurisdictions
- Evaluate and implement robust financial tools and reporting systems to support scale

Operational Governance & Infrastructure

- Establish and refine operational frameworks, policies, and management systems
- Ensure legal, contractual, and vendor structures are robust and aligned with business objectives
- Oversee purchasing, vendor management, invoicing, and collections processes
- Identify structural inefficiencies and implement process improvements
- Lead operational readiness for expansion into new markets
- Support entity formation, restructuring, and potential M&A initiatives

Human Resources Oversight

- Provide executive oversight of HR strategy and compliance
- Ensure strong hiring, compensation, benefits, and policy administration processes
- Align people operations with broader business and financial objectives

What we are looking for:

The ideal candidate is a systems-oriented leader with strong financial discipline and experience overseeing multi-entity operations. You are comfortable operating at both strategic and execution levels, bringing structure, discipline, and clarity to growing organizations.

- Minimum Bachelor's Degree in Finance, Economics, or a related field
- Strong ability to build and analyze financial models, forecasts, and business scenarios
- Senior leadership experience with 7+ years of experience in operations, finance, or general management
- Demonstrated success strengthening governance and financial control environments
- Experience working across multiple jurisdictions or international structures
- Preferably strong understanding of the Singapore business and regulatory landscape
- A hands-on, solution-oriented mindset with strong commercial judgment
- Must proficient in English

This is a remote role. Candidates must be based in Indonesia.

Please send your cover letter and CV to: jobs@laborsolutions.tech