

Konservasi Indonesia is a national foundation established to support sustainable development in the country. We are the main partner of Conservation International in Indonesia. For more information, please visit: www.konservasi-id.org

We envision a healthy and prosperous Indonesia where biodiversity is valued and preserved. With offices and project sites across Indonesia, we promote a sustainable landscape-seascape approach and establish partnerships with multiple stakeholders across sectors and jurisdictions to deliver lasting impacts for people and nature in Indonesia.

As we are constantly expanding, we are currently hiring to fill the following position for our office in **Kupang**:

Sunda Banda Program Director

(Code: SBP-D)

The Sunda-Banda Ecoregion is one of Konservasi Indonesia's geographical focusses that encompasses Fisheries Management Areas (WPP) 713, 714, 715, 718, and 573, the important fishing grounds of Indonesia. It is bordered by the provinces of Bali, NTB, NTT, Maluku, SE-Sulawesi, and S-Sulawesi. The government of Indonesia (GOI) has decided to promote sustainable quota-based fisheries, responsible aquaculture, areas conservation (MPA), and species conservation practices in the region. Konservasi Indonesia collaborates with the governments and communities to implement marine conservation programs in this ecoregion.

This position responsible for all aspects of programs, including strategy and design, planning, budgeting, staffing, capacity building and relationship management in Sunda Banda region. The position is a fulltime, multi-year assignment but based on annual contract and performance evaluation. The director will base in Kupang with frequent travels to project sites. In the planning and execution of field programs, the director will work with the local government agencies, communities, resource users, local NGOs, privates, and universities.

KEY RESPONSIBILITIES

Program Development

- Develop ecoregion program strategy and project proposals to achieve KI impact targets.
- Align or integrate Konservasi Indonesia's programs with the sub-national government agencies by earnestly account local aspiration, desires, targets, and objectives.
- Participate in KI program strategic planning and fund-raising

Program Implementation and Monitoring

- Ensure field program implementations are consistent with the plans and comply with donor's requirement, including proper burn rate by conducting regular monitoring and surveillance.
- Communicate the programs to local stakeholders, particularly local government agencies, and seek for their supports in effective program implementation.
- Work with KI executive team to ensure adequate supply of tools and equipment as well as efficient operational process in field program execution.
- Coordinate with M&E team to monitor and evaluate program implementation to provide feedback for the next program planning.
- Provide regular and necessary reports to the Konservasi Indonesia's executive team.

Supervision and Staff Development

- Work with the Human Resource Director to hire adequate staffs for program implementation.
- Provide day-to-day strategic and technical direction and advice to local managers, coordinators, staffs.
- Oversee and supervise staffs to develop and walk on the periodic (annual) workplan.
- Formulate and organize training and enhancement programs to improve staff capacity.

Policy and Partner Engagement.

- Based on the findings and output of the field programs, work with Konservasi Indonesia's science and policy team to provide policy inputs and recommendations to governments to improve regional conservation policies.
- Interface local conservation aspirations with the national government and help communicate national conservation policies to the local stakeholders.



- Build collaborative and productive relationships with partners in Sunda Banda ecoregion and other relevant partners.

PEOPLE AND RESOURCE MANAGEMENT RESPONSIBILITIES

- Manage a large or highly-visible program.
- Fully accountable for the program's budget and human resources.
- Effectively manage, engage, and motivate direct reports.
- Provide mentoring, coaching and directions to his/her team
- Host regular three-monthly meeting (at least) with all employee to provide feedback and sharing information
- From time to time, the director may lead engagements with sub-national and national governments of Indonesia, industry, and local community stakeholders

QUALIFICATIONS

- Bachelor's Degree and at least 15 years or more related work experience. Advanced degree preferred.
- 7 year or more related work experience of broad conservation program, including demonstrated ability to function as an agent of change, strategy development, and program management.
- 5 or more years of managerial experience and leading cross-organizational teams.
- Proven ability to fundraise and network, develop and maintain partnerships across a range of stakeholders.
- Ability to work creatively and resourcefully within a determined budget and within the public/private framework.
- Ability to write reports to the government and donors.
- Ability to efficiently respond to questions from the government, communities, and other stakeholders
- Ability to define problems, collect data, establish facts, and present viable solutions.
- Excellent communication/interpersonal and conflict resolution skills; solution orientation.
- Computer literacy in Microsoft Word, Excel, PowerPoint, email and internet applications
- Demonstrated competency in field team management and multi stakeholder facilitation in a multicultural environment
- Fluency in English required.

ADDITIONAL QUALIFICATIONS

List additional required or preferred qualifications specific to the position.

- Leadership & Collaboration. Demonstrated ability to lead, engage and collaborate within highly matrixed, cross-disciplinary, and geographically and culturally diverse teams and/or organizations to achieve shared goals.
- Analytical Skills & Abilities. Strong analytical and conceptual skills, and demonstrated ability to understand, evaluate, and interpret a broad range of economic, financial, scientific, and non-technical information used in economic decision-making. Demonstrated ability to translate complex and ambiguous information into actionable strategies and plans.
- Communication Skills. Superior written, oral, and interpersonal communication and presentation skills. Demonstrated ability to interpret and communicate complex analytical data and information to technical, non-technical audiences.
- Project/Program Management. Demonstrated ability to manage and successfully execute multiple projects, initiatives and workstreams with varying degrees of complexity and at multiple scales. Knowledge and skill in project/program performance assessment, measurement, and reporting.
- Fundraising & Development. Demonstrated ability to fundraise with governments, foundations, and private individuals, and experience managing program budgets with numerous sub-grantees and partners.
- Language Proficiency. Fluency in both spoken and written English and Bahasa Indonesia.

WORKING CONDITIONS

- This position may require domestic and international travel (30% or more) as well as communication at different time zones.
- Ability to work in remote locations or under difficult working conditions.

Please send your current resume and cover letter (no more than 4 pages) to:

indonesia.hrd@konservasi-id.org

Please fill the "subject" column of the e-mail with this format:

< SBP-D > - < your name >

Closing date for the application is **June 14, 2025**

(Only short-listed candidates will be notified).