

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 **Jakarta**:

Aquaculture Specialist

(Code: AQUA-S)

The Aquaculture Specialist leads the implementation, coordination, and growth of Konservasi Indonesia's Climate Smart Shrimp Program, working to advance sustainable shrimp aquaculture, mangrove restoration, and climate resilience in Indonesia. The position will manage the planning, implementation, monitoring, and scaling of Climate Smart Shrimp pilot projects, while building partnerships with government agencies, producers and producer groups, aquaculture supply chain companies, financial institutions, engineering firms, research organizations, and civil society partners. The Specialist will also support the development of a pipeline of investment-ready projects and contribute to the establishment and growth of the Climate Smart Shrimp Fund by coordinating project development, stakeholder engagement, data collection, and investment readiness activities.

The position provides project management, technical, and operational support across a broad range of activities, including sustainable aquaculture production, mangrove restoration, climate finance, impact measurement, and capacity building. Responsibilities include conducting research and analysis, coordinating technical workstreams and consultants, managing project reporting and budgets, developing tools and knowledge products, and supporting donor and partner communications. The Specialist will serve as a key liaison between Indonesia-based activities and Conservation International's global Climate Smart Shrimp teams, helping to share lessons learned, inform strategy development, support replication in new geographies, and contribute to the continued growth of Climate Smart Shrimp initiatives worldwide.

This role requires a highly collaborative professional with strong project management skills, technical understanding of aquaculture and coastal ecosystems, and the ability to effectively engage diverse stakeholders to deliver measurable environmental, social, and economic outcomes.

KEY RESPONSIBILITIES

- Lead implementation and day-to-day management of the Climate Smart Shrimp Program in Indonesia, ensuring activities are delivered on time, within budget, and aligned with project objectives.
- Coordinate the development, implementation, monitoring, and scaling of Climate Smart Shrimp pilot projects, including farm modernization and mangrove restoration activities.
- Support the development of the Climate Smart Shrimp Fund by identifying and advancing investment-ready projects, coordinating due diligence processes, and engaging with technical partners.
- Build and maintain partnerships with government agencies, shrimp producers, financial institutions, private sector companies, NGOs, research organizations, and local communities.
- Manage project workplans, contracts, consultant activities, and donor reporting requirements.
- Coordinate data collection, monitoring, evaluation, and learning activities to measure environmental, social, and economic outcomes of projects.
- Prepare technical reports, presentations, proposals, communications materials, and other project documentation.
- Facilitate stakeholder consultations, workshops, training events, and knowledge-sharing activities.



- Support fundraising, business development, and partnership cultivation efforts to expand and sustain the program.
- Serve as a key liaison between Konservasi Indonesia and Conservation International's global Climate Smart Shrimp teams, contributing to global learning, strategy development, and replication of successful approaches across geographies.
- Supervise and coordinate consultants and implementing partners, fostering effective collaboration and high-quality project delivery.

ADDITIONAL RESPONSIBILITIES

- Coordinate technical meetings, workshops and training courses on aquaculture;
- Assist in identifying and developing tools and resources that build capacity and advance KI's policy, science and program development agenda.
- Maintain project files and related databases. Secure information and data with appropriate back-up procedures.
- Perform related duties as assigned.

QUALIFICATIONS

Required (*critical to successful job performance. Applicants not meeting required skills may not be hired*)

- Advanced degree (master's or higher) in aquaculture, marine science, fisheries, environmental science, natural resource management, business, international development, or a related field.
- Minimum 5 years of professional experience managing complex multi-stakeholder projects, preferably in aquaculture, seafood supply chains, coastal conservation, sustainable agriculture, or rural development.
- Demonstrated project management experience, including planning, budgeting, implementation, monitoring, reporting, and management of consultants and partners.
- Strong knowledge of shrimp aquaculture production systems, farm management practices, and the environmental and social challenges facing the shrimp sector.
- Knowledge of mangrove restoration, coastal ecosystem management, climate resilience, and nature-based solutions.
- Experience supporting projects that integrate livelihood improvement, ecosystem restoration, and climate objectives.
- Proven ability to build and manage partnerships with diverse stakeholders, including government agencies, NGOs, research institutions, seafood companies, financial institutions, investors, and local communities.
- Experience facilitating stakeholder consultations, workshops, training programs, and multi-partner collaborations.
- Strong analytical, problem-solving, and organizational skills, with the ability to manage multiple priorities simultaneously.
- Excellent written and verbal communication skills, including experience preparing reports, presentations, proposals, and donor communications.
- Demonstrated ability to work effectively in cross-cultural and multidisciplinary teams.
- Professional fluency (strong written and verbal communication) in Bahasa Indonesia and English. Regular communication with global teams in English will be a core part of this role.

ADDITIONAL QUALIFICATIONS

List additional required or preferred qualifications specific to the position.

- Proven management experience, with an aptitude for managing numerous projects at one time
- Familiarity with impact investing, blended finance, agricultural lending, or natural capital finance mechanisms.
- Knowledge of monitoring, evaluation, and learning (MEL) systems and impact measurement frameworks.
- Experience working with international donors, development agencies, or conservation organizations.
- Understanding of Indonesian fisheries, aquaculture, and coastal management policies and regulatory frameworks.
- Familiarity with sustainable seafood initiatives, aquaculture improvement approaches, certification programs, responsible sourcing, and related industry standards.
- Experience working directly with shrimp farmers, producer groups, or aquaculture enterprises.

WORKING CONDITIONS

- Work is primarily performed in a typical office environment which requires intensive field trip to sites and other location.
- Willingness to work flexible hours to support conferences and meetings in different time zones.

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:

< AQUA-S > - < your name >

Closing date for the application is **Aug 31, 2026**
(Only short-listed candidates will be notified).