



JOB DESCRIPTION

POSITION TITLE	West Kalimantan Conservation and Monitoring Coordinator
JOB TITLE	Conservation Practitioner V
JOB FAMILY	Conservation
JOB NUMBER	450004
SALARY GRADE	5
DATE	March 2023

Yayasan Konservasi Alam Nusantara (YKAN) is a scientific based non-profit organization which was established in Indonesia in 2014. With the mission to protect lands and waters on which all life depends, YKAN provides innovative solutions for realizing harmony between people and nature, through effective management, non-confrontational approaches, and building collaborative partnerships with all stakeholders for a sustainable Indonesia.

The Ministry of Maritime Affairs and Fisheries (MMAF) and The United States Agency for International Development (USAID) Indonesia has a Foreign Grants cooperation in the framework Grant Implementation Agreement on Marine and Fisheries Portfolio (GIA-MFP) Year 2022-2027. One of the activities under the GIA-MFP is the USAID Konservasi Laut Efektif (USAID Kolektif). The scope of work and objectives of USAID Kolektif are closely related to the main duties and functions of the Directorate Conservation and Marine Biodiversity or Direktorat Konservasi dan Keanekaragaman Hayati Laut (KKHL).

The Indonesian government has shown an interest in preserving and guarding the marine environment's rich diversity of life and living resources. One of the government's efforts is to work toward improving the management of the marine protected areas (MPAs) that are already in place across the country. In line with the government's interest, USAID Kolektif plans to help the MMAF, to strengthen the protection of Indonesia's marine biodiversity by improving the management effectiveness of the existing MPAs at national and provincial level as well as the newly proposed MPA's.

SUMMARY

The overall goal of USAID/Indonesia's Kolektif activity is to effectively protect Indonesia's marine biodiversity through improving existing Marine Protected Area (MPA) management, functions, and benefits. To achieve this goal, Kolektif will focus on the following five main objectives:

1. Strengthened human resources and institutional arrangements for MPA management;
2. Established sustainable financing for MPAs;
3. Increased benefits for coastal communities through the sustainable management of MPAs;
4. Strengthened compliance with MPA rules and regulations; and
5. Improved protection for marine endangered, threatened, and protected (ETP) species and priority habitats

YKAN and KEHATI will work together in the implementation of this Project. At the national level, USAID Kolektif works closely with the Ministry of Marine Affairs and Fisheries (MMAF) and those directorates within the MMAF concerned with capturing biodiversity, oceanography, socio-economic research centers, MPAs, coastal and marine law enforcement, training, and capacity building. USAID Kolektif approach and methodology will be carried out in 12 MPAs within MPA 711 and 715 with a total area of 4,957,622 hectares. In FMA 711, USAID Kolektif will focus in eight MPAs located in three provinces namely Riau Islands, West Kalimantan, and Bangka Belitung Provinces, while in FMA 715 Kolektif will work in four MPAs in the area of the Bird's Head Seascape MPAs network in West Papua and Southwest Papua Provinces.

YOUR POSITION WITH US

The West Kalimantan Conservation and Monitoring Coordinator develops, manages, and advances conservation programs, plans and methods for small to medium scale geographic areas. They will develop the approach and manages the scientific, spatial, and operational aspects of the Conservation Program, focusing on YKAN Kolektif Project in West Kalimantan. They will also provide limited support to other site-based projects.

The West Kalimantan Conservation and Monitoring Coordinator is responsible for developing the methods and implementation on the data compilation and collection related to target MPAs within West Kalimantan Province. The Coordinator is responsible for managing the efficient implementation of a work plan for developing the scheme and its initial implementation of monitoring and surveillance activities in target MPAs within West Kalimantan Province, and they ensures that the fore-mentioned monitoring and surveillance related activities are carried out according to agreed-upon procedures and protocols. In close cooperation with Kolektif Project Team and the local focal group the Coordinator will take a lead in coordinating and formulating the technical aspects of reviewing and or developing MPA zoning and management planning within the target MPAs.

ESSENTIAL FUNCTIONS

Within the project scope the Coordinator supervises consultant and surveyors to implement research, monitoring and surveillance activities. They will represent YKAN and closely cooperates with governmental agencies, notably the West Kalimantan government to plan and implement the conservation program that at least include capacity building, monitoring, development of SOPs, develop/strengthen the MCS, and ETP protection and management.

They may work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

The West Kalimantan Conservation and Monitoring Coordinator will be based in Pontianak – West Kalimantan with frequent travel to YKAN Jakarta Office and other Kolektif target areas. They will report to the Conservation and Monitoring Specialist.

RESPONSIBILITIES & SCOPE

- Performs tasks with minimal supervision and makes independent decisions based on analysis, experience, and context.
- Supervises technical, administrative, and professional staff with responsibility for performance management, training, and development.
- Ensures program compliance with internal policies and external requirements.
- YKAN may, from time to time, assign the Employee to another location(s) in accordance with the requirements of the Employee's job description and/or YKAN's operational needs. The Employee agrees to work in such other work location(s) in Indonesia.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 3 years' experience in natural resource management, Oceanography, Biology, Marine Science or similar field or equivalent combination of education and experience.
- Experience managing staff, consultants, or volunteers.
- Have a good knowledge and experience in mangrove ecosystem study and management
- At least hold Open Water Dive Certification
- Relationship building experience to work closely with a variety of partners, i.e., media, government officials, internal scientists.
- Experience completing tasks independently with respect to timeline(s).
- English communication skill, oral and written.
- Good computing skill in using software applications such as Word, Excel, web browsers, etc.
- Experience in delivering training.

DESIRED QUALIFICATIONS

- Basic to intermediate English speaking and written with and multi-cultural or cross-cultural experience appreciated.
- 3-5 years' experience in natural resource management, similar field or equivalent combination of education and experience.
- Ability and willingness to apply science to decision-making and guide activities.
- Good spatial thinking and ability to operate GIS Software and survey tools (GPS, Drone, etc)
- Knowledge of ecological coastal and marine management principles.
- Knowledge of current trends and practices in conservation, MPA management and natural resource preservation.

ORGANIZATIONAL COMPETENCIES

Builds Relationships

Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.

Collaboration & Teamwork	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
Drives for Results	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
Leverages Difference	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
Systems Leadership	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

This description is not designed to be a complete list of all duties and responsibilities required for this job.