



JOB DESCRIPTION

POSITION TITLE Riau Islands Regional Manager
JOB TITLE Conservation Practitioner VI
JOB FAMILY Conservation
JOB NUMBER 450005
SALARY GRADE 6
DATE February 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 Riau Islands Regional Manager develops, manages, and advances conservation programs, plans and methods for YKAN-USAID Kolektif Project in Riau Islands and Bangka Belitung Province.

The Riau Islands Regional Manager provides technical leadership & support the YKAN-USAID Kolektif Project by planning, directing, and implementing preserve management programs and stewardship. This position serves as the principle contact to government agencies, other conservation organizations, foundations, and the academic community.

ESSENTIAL FUNCTIONS

The Riau Islands Regional Manager also works closely with the Riau Islands Conservation and Monitoring Coordinator. The position will be supported by the Indonesia Oceans Program staff on strategy and activity implementation of YKAN-USAID Kolektif Project.

The Riau Islands Regional Manager will be based in Tanjung Pinang, Riau Islands with frequent travel to YKAN Jakarta Office and YKAN – USAID KOLEKTIF Project target areas. This position will report to the YKAN Kolektif Team Leader.

RESPONSIBILITIES & SCOPE

- Manage multi-disciplinary administrative and professional staff, with responsibility for performance management, training, and career development.
- Gain cooperation from outside parties to accomplish program goals.
- Financial responsibility may include working within/managing a budget to complete projects, negotiating, and contracting with vendors, assisting with budget development, and meeting fundraising targets.
- Ensures program compliance with internal policies and external requirements.
- Under minimal supervision, makes independent decisions based on analysis, experience, and context.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.
- 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

- BA/BS, law or business degree and 5 years' experience in natural resource management or related field or equivalent combination of education and experience.
- Experience negotiating complex agreements.
- Supervisory experience.
- Experience communicating with the public and/or media both in writing and verbally. Experience in English communication, oral and written.
- Good computing skill in Microsoft Word, Excel, and Web Browsers.
- Experience in delivering training and curriculum design.

DESIRED QUALIFICATIONS

- Basic to intermediate English speaking and written with and multi-cultural or cross-cultural experience appreciated.
- 5 - 8 years' experience in conservation practice or related field or equivalent combination of education and experience.
- Demonstrated experience influencing, developing, and implementing conservation policy and plans.
- Knowledge of current trends and practices in MPA, mangrove or blue carbon conservation and regions.
- Knowledge of methods and standards of biodiversity information systems and initiatives or related field.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.

ORGANIZATIONAL COMPETENCIES

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| 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.