



**Community Development Officer,
Kapoposang
(ID192)**

“In the past century Fauna & Flora has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
Fauna & Flora Vice-president

Fauna & Flora

Fauna & Flora saves species from extinction and habitats from destruction, while improving the livelihoods of local people. Our guiding principles are to work with and alongside local partnerships, act as a catalyst for change, make conservation relevant, and base decisions on sound science. Founded in 1903, Fauna & Flora is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

Fauna & Flora Indonesia Programme

Fauna & Flora established a formal country programme in Indonesia in 1996 with a Memorandum of Understanding with the Ministry of Forestry. We have since built up an extensive network of partners ranging from forest-edge communities and civil society organizations to government and private business. People are at the center of our conservation initiatives. We are at the forefront of efforts to help communities map their customary forests and gain official recognition of their right to manage these areas. Fauna & Flora's innovative approach has catalyzed change through a number of flagships programmes in Indonesia, including the community ranger initiative which has transformed former combatants, wildlife poachers and loggers into champions of the environment. We are also pioneering sustainable financing mechanisms through Payment for Ecosystem Services initiatives in our project sites.

South Sulawesi Conservation Programme

Fauna & Flora International's Indonesia Programme (Fauna & Flora-IP) is currently implementing conservation projects in South Sulawesi. One of them is "Long-Term Protection of the Maros-Pangkep Karst Landscape" in Maros and Pangkajene-Kepulauan (Pangkep) Regency by promoting the status of Biosphere Reserve in Bantimurung-Bulusaraung National Park and initiating Essential Ecosystem Area (KEE) of Maros-Pangkep Karst. In the latest project, Fauna & Flora-IP will run a conservation project in Gandang Dewata National Park, administration of South Sulawesi, which will be promoted as the new protected area of the KEE.

For Marine Project "Securing seascape through community-based coral reef fisheries management for conservation in Indonesia's marine biodiversity hotspot in Spermonde's south Sulawesi, Indonesia."

This project has four main objectives, namely:

1. By EOP, two fishing communities have implemented the Ecosystem Approach for Fisheries Management (EAFM) with support from MPA/Geopark managers
2. By EOP, two communities are actively co-managing their fisheries resources through monitoring and surveillance patrols
3. Fisheries as livelihoods in two coastal communities are more secure and sustainable through implementation of Participatory Market Systems Development
4. By 2026, the management and zoning plan of the Geopark for the Spermonde Karst island include actions to mitigate land-based impacts on marine ecosystems.

The Opportunity

FFI is currently seeking candidates of Indonesian nationality for the position of Community Development Officer - Kapoposang. Under the supervision of the Sulawesi Marine Project Coordinator, the Community Development Officer manages the marine assistance program for community livelihoods program with a focus on Kapoposang Islands, Pangkajene Kepulauan Regency, and future expansion in several districts and provinces and Provincial level. The Community Development Officer works in close collaboration and coordinate with the Senior Field Officer and Community Facilitation Officer.

Terms and Conditions

Start Date	: As soon as possible
Duration of Contract	: 1-year contract, with the possibility of contract extension
Gross Salary Range	: Negotiated based on experience
Location	: Maros and Pangkajene-Kepulauan (Pangkep) Regency
Benefits	: 20 days leave per annum Time off in lieu (TOIL) Social Security Agency (BPJS) Health Insurance Religious Holiday Allowance/ THR
Hours of Work	: This is a full-time position, with a 40-hour working week. Field work may sometimes require work at weekends, which will be compensated through time off in lieu.

Job Description

Purpose:

The main duties will contribute to the marine projects of FFI and partners, working at the grassroots, strengthening partnership relationships between communities and management units and local government, strengthening locally managed marine areas (LMMA), and developing community-based monitoring and surveillance tools.

Specific Duties:

- Identify potentials community business
- support business improvement program for selected community business group. I;
- facilitate the routine programs (meeting, workshop, participative survey, FGD, and others program) to strengthen community capacity;
- In a team, to create and develop marketing media and others to enlarge the community business;
- Be actively involved in local community outreach to develop group participatory improvement which is biodiversity friendly and sustainable community business;

- expand stakeholder and community's networks to increase the quality of production and community business networks;
- Provide activity report, monthly report, and input for technical reports

Financial Management

- With the support of the Indonesia Programme Finance Team and South Sulawesi Accountant, ensure:
 - Accurate financial management of the South Sulawesi Marine Conservation Project
 - Compliance with internal financial policies and procedures
 - Compliance with contracts and grant agreements, including co-financing and procurement requirements
 - Maintenance of financial records to meet project, in-country and wider institutional auditing requirements

Other duties:

- Manage files, documents, tools, and logistic needs of field programs;
- With volunteers and local team, coordinate and develop community organising plans;
- In a team, examine the findings, inputs, outputs, and challenges found in the fields;
- If necessary, attend consultation meeting(s) with stakeholders to build a common vision of preservations;
- Be actively involved in local community outreach in order to enhance awareness of biodiversity;
- Assist the program coordination and routinely coordinate with related stakeholders;
- other work from the coordinator's direction, as approved by the Project Manager;
- Undertake other activities that fall within FFI's strategy and plans as requested by Line Manager, Project Manager and Country Director commensurate with skills, experience and role.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • University graduate in the field of economy, business, social, or other related field; • Ability to speak English and the local language(s) are more preferable; 	<ul style="list-style-type: none"> • Comprehend and understand the whole plan and the goals of the project; • Ability to operate Microsoft Office (Ms. Outlook, Ms. Word. Ms. Excel and Ms. Ppt) and spatial data management device (hardware and software);
Knowledge and experience	<ul style="list-style-type: none"> • Minimum 3 years of experience in working together with people and remote communities; • Understand and able to run wide variety instruments of participatory approach; • Able to facilitate agenda in community level by using andragogy approach; • Understand and able to facilitate community business development by maximising 	<ul style="list-style-type: none"> • Excellent ability to manage agenda; • Having technical skilld in communication strategy and outreach would be an advantage; • Excellent understanding and ability to internalise <i>safeguarding essentials</i>,

	biodiversity-friendly and sustainable local potential; <ul style="list-style-type: none"> • excellent ability to communicate, write and present; 	especially at the local community level. Having related certificates would be an added advantage; <ul style="list-style-type: none"> • Experience in outdoor activities would be an advantage;
Behavioural qualities	<ul style="list-style-type: none"> • Trustworthy • Collaborative and cooperative • Hard working and attention to detail is essential. • Highly organized • Efficient and punctual. • Consistent and flexible - able to deal with changing and competing demands. • Values diversity • Culturally sensitive and adaptable • Flexible and responsive to the needs of the organization. 	<ul style="list-style-type: none"> • Interest in cooperating with the community and work in remote areas.
Other	<ul style="list-style-type: none"> • Commitment to FFI's mission and values. 	

Fauna & Flora Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which Fauna & Flora is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are inclusive, supportive & respectful
- We get things done

How to Apply

Applications, consisting of a cover letter, a full CV and contact details for two referees (who will not be approached without your permission), should be sent to HRIndonesia@fauna-flora.org

In your cover letter, please explain why you feel you should be considered for this post, highlighting your relevant skills, knowledge and experience and how they meet the requirements of the role profile.

Please mark your application '**Community Development Officer Kapoposang_ID192**'.

The closing date for applications is **15 July 2023**. Candidates selected for interview will be contacted by email or telephone. Please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

Fauna & Flora encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Ester Rinandhita, HR & Recruitment Administrator, Fauna & Flora, on Tel: 021-2276-4295 or Email: ester.rinandhita@fauna-flora.org

Fauna & Flora values diversity and is committed to equality of opportunity