

Mercy Corps Indonesia

Open Vacancy

Dear All,

Please find below open position.

We are seeking qualified candidates to strengthen our team.

BRAVE (Building Flood Resilient Community through Adaptive Livelihood and Runoff Management in Petanglong Area of Central Java Province of Indonesia)

Mercy Corps Indonesia (MCI) is a local Indonesian non-profit organization, which will implement humanitarian, and development assistance programs throughout the country. MCI's mission is to empower people in Indonesia to become healthy, productive, and resilient communities. Resilience means an ability to recover from or adjust easily to misfortune or change.

Program Summary

BRAVE project funded by GCF builds on ongoing initiatives by the MCIs ZCRA (Zurich Climate Resilience Alliance) and Kemitraan's Adaptation Fund (AF) project, addressing their limitations while amplifying successful approaches. ZCRA's resilient livelihood models in 8 villages of Pekalongan have demonstrated the economic and environmental benefits of climate-smart agriculture and adaptive aquaculture. BRAVE builds on these achievements by expanding resilient livelihood practices to new communities across the Kupang and Sengkarang watersheds, embedding proven business models into resilient value chains, and institutionalizing Integrated Water Resource Management (IWRM) across jurisdictions to address upstream, midstream, and downstream drivers of flood risk. At the same time, BRAVE strategically leverages lessons from the AF project which focuses on downstream interventions by applying a holistic landscape perspective, integrating upstream and midstream interventions that reduce pressures on downstream areas. The project also explores potential linkages with ZCRA and AF livelihood interventions, ensuring economic sustainability, while capitalizing on MCI/ZCRA and Kemitraan's established partnerships with local, provincial, and national governments to mainstream climate-resilient and IWRM frameworks.

Pekalongan, Indonesia

SENIOR PROGRAM MANAGER (SPM) - BRAVE

General Position Summary

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The Senior Program Manager (SPM) will be based at Mercy Corps Indonesia's field office in Pekalongan City and travel regularly to program locations in Pekalongan City, Pekalongan District, and Batang District. S/he will be responsible for the overall management and supervision of the BRAVE Program. As such, s/he will play a leadership role and be responsible for: strategic planning, guiding implementation, budget management, monitoring, evaluation and learning (MEL), reporting, staff supervision, stakeholder engagement and coordination, and external communications. SPM will spend considerable amount of time on policy advocacy work, especially with local government and private sector engagement, especially financial services providers and agribusiness companies (input suppliers and offtakers). S/he will support the BRAVE team to ensure adherence to quality standards and compliance with donor regulations and reporting requirements.

Essential Job Responsibilities

STRATEGY AND PLANNING

- Prepare bi-weekly report on project progress, challenges, and recommendations.
- Prepare Quarterly Report, Interim report (every six months), and Final Report based on donor templates.
- Develop a program design, monitoring and evaluation, research, and learning (MERL) framework and plan in collaboration with Program MEL Manager.
- Develop monthly workplan, budget, and target and provide monthly progress against the target and workplan.
- Facilitate market assessment, participant needs assessment, GESI and Safeguarding Analysis, baseline, and endline based on Mercy Corps Indonesia standard.
- Design and facilitate a stakeholder workshop to develop a closed-loop business model that strengthens collaboration among local government, private sector partners, financial service providers, local aggregators, and farmer organizations.
- Ensure that the required co-financing from Mercy Corps Indonesia and local governments with supporting documentation available in accordance with the timeline agreed with the donor.
- Ensure the data needed for program monitoring, evaluation, research, learning, communication, and report are available.
- Maintain close regular contact with prime (Kemitraan), the local government agencies, key partners, and local community partners to ensure quality outputs/services and trouble shoot any administrative problems.
- Attend coordination meetings and maintain regular contact with relevant stakeholder.
- Conduct travel to project locations to monitor quality of implementation and adjust plans and approaches to meet the program objectives.
- Assist in any other task or duty assigned.

REGIONAL SYSTEMS AND SUPPORT FUNCTIONS

- Provide collaboration supervision of international and local partners' activities implementation as per the agreement.

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- Organize procurement of services and consultants where needed.
- Fulfill Mercy Corps' program minimum standards (PM@MC 2.0, MEL, CARM, Safeguarding, GESI, etc).
- Collaborate with MCI's finance team to review monthly BvA and final financial report.

POLICY ADVOCACY/PRIVATE SECTOR ENGAGEMENT

- CCA & DRR Policy: Keep abreast of the GOI policy and regulatory environment at the national and subnational levels of government, including new and emerging developments and changes in laws and regulations governing climate change adaptation (CCA) and disaster risk reduction (DRR) and how this affects BRAVE program.
- Advocacy: Develop the evidence-based advocacy strategy and mainstream policy advocacy related to CCA and DRR into the subnational level regulations. Collaborate with national advocacy team to influence policy at national & international level.
- Private Sector Engagement: Lead the initial engagement with the potential private sector partners to develop a closed-loop model as part of the program design, including financial service providers. Support the Livelihood Specialist in establishing and maintaining strategic partnerships, while identifying and engaging new private sector partners throughout the program lifecycle.

RISK MANAGEMENT

- Engage and support countries across the region to ensure that adequate risk management systems are in place.
- Collaborate with country leadership to support preparedness and response to major disruptive events.
- Engage with country teams on the internal audit process to track findings and ensure country team compliance with IA findings and recommendations.
- Engage with country level Ethics and Assurance managers as well as the global Ethics and Assurance department to track and analyze trends and needs across countries.

SAFEGUARDING RESPONSIBILITIES

- Actively learns about safeguarding and integrates it into their work, including safeguarding risks and mitigations related to their area of work.
- Practices the values of Mercy Corps including respecting the dignity and well-being of participants and fellow team members.
- Encourages openness and communication in their team; encourages team members to submit reports if they have any concerns using reporting mechanisms e.g., Integrity Hotline and other options.

Knowledge and Experience

- University degree in Management, Social Studies, Economic, Business, or related fields

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- Minimum 12 years' experience working with NGOs preferably in climate or resilience or livelihood programs.
- Minimum 3 years' experience in policy advocacy work at national and/or subnational levels.
- Experience in market system development (MSD) programs.
- Experience collaborating with private sector, FSPs and digital tools providers.
- Experience with the blue green space would be an advantage.
- Experience collaborating with an international research/think tank agency.
- Experience collaborating with the national, province, and district/city government agencies.
- Experience using digital data tools (Commcare, POWER BI, Google Data Studio).
- Understanding of working together with local partners.
- Proven experience managing diverse and disparate projects.
- Experience in managing staff and understanding the need for regular support and follow-up to ensure that project objectives are being met.
- Commitment to working with vulnerable groups in need regardless of race, religion or gender.
- Good problem solving and written and oral communication skills.
- Ability to write and speak English well
- Ability to work without constant supervision and as part of a mixed team.
- Good knowledge of MS Office software such as Excel, Word, and PowerPoint.
- PM certification is preferred

Living Conditions / Environmental Conditions

The position is based in Pekalongan and it requires up to 25% travel to support country programs, which may include travel to insecure locations where freedom of movement is limited and areas where amenities are limited.

Accountability to Participants and Stakeholders

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our program participants, community partners, other stakeholders, and to international standards guiding international relief and development work. We are committed to actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects.

Team Engagement and Effectiveness

Achieving our mission starts with how we build our team and collaborate. By bringing together individuals with a variety of experiences, backgrounds, and perspectives, we strengthen our ability to solve complex challenges and drive innovation. We foster a culture of trust and respect, where every team member is valued for their contributions, empowered to reach their full potential, and motivated to do their best work. We recognize that building a strong and effective team is an ongoing process, and we remain committed to learning, improving, and growing together.

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Equal Employment Opportunity

Mercy Corps is an equal opportunity employer committed to providing equal employment opportunities to all employees and qualified applicants for employment without regard to race, color, sex, sexual orientation, religion or belief, national origin, age, disability, marital status, veteran status, or any other characteristics protected under applicable law.

Safeguarding & Ethics

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC and have signed on to the [Interagency Misconduct Disclosure Scheme](#). We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to [Mercy Corps Code of Conduct Policies](#) and values at all times. Team members are required to complete mandatory Code of Conduct elearning courses upon hire and on an annual basis.

As an applicant, if you witness or experience any form of sexual misconduct during the recruitment process, please report this to Mercy Corps Integrity Hotline (integrityhotline@mercy Corps.org).

How to Apply

Interested candidates are invited to submit their **CV** and a **cover letter** explaining how their qualifications and experience align with the responsibilities of this position through the following link:

<https://bit.ly/4q1wLh0>

By applying for this position, applicants attest that they have never violated any policy related to sexual misconduct, sexual exploitation and abuse (SEA), child safeguarding, or human trafficking, and have never been disciplined for violating an employer's code of conduct.

Applications will be accepted until **16 August 2026**. Only shortlisted candidates will be contacted for the next stage of the recruitment process.

We encourage qualified candidates who are interested in this opportunity to apply and look forward to receiving your application.

Thank You,
Human Resources Department
Mercy Corps Indonesia