

Mercy Corps Indonesia

Open Vacancy

Dear All,

Please find below open position.

We are trying to find the best possible candidates to make team stronger.

USAID ENV - IUWASH PASAR

Mercy Corps Indonesia (MCI) is a local Indonesian non-profit organization, which implements 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 form or adjust easily to misfortune or change.

Program / Department Summary

Indonesia has made considerable progress in the water supply and sanitation sector over the past twenty years. As part of its "Vision 2045," Indonesia seeks to enhance water security and achieve SDG targets related to access to safe water and sanitation for all, with the following interim mid-term development targets by 2024: 100 percent access to improved water supply system, including 15 percent access to safely managed drinking water supply services; 10 million new water connections; 90 percent access to improved sanitation services, including 15 percent access to safely managed sanitation; 100 percent open defecation free; 20 percent solid waste reduced at source, and 80 percent solid waste handled.

Given the need for massive investment in WASH infrastructure and broad changes in individual and collective behaviors to achieve the countries targets by 2024, the involvement of communities, households, and the private sector will be pivotal at every stage at every stage. Closing the financing gap will require diverse resource investments, reducing costs, increasing tariff, taxes, and transfers, and exploring alternative financing tools. Market-based solutions that can connect unserved and underserved populations to WASH products and services may help close this financing gap.

Mercy Corps Indonesia has worked for over 20 years and is preparing a full application for the USAID NOFO for Indonesia: ENV - IUWASH Pasar. The overall goal of IUWASH Pasar is to catalyze and grow local markets for water, sanitation, and hygiene (WASH) products and services in Indonesia's vulnerable urban areas. Target urban areas are to be determined, but will be located at least in 3 (three) USAID high priority provinces. To achieve the overall goal, the Project will focus on the following three main objectives:

1. Improve business environment to foster greater private sector contribution for WASH services and products
2. Enhance viability of WASH businesses and increase availability of affordable, desirable WASH products and services to underserved market segments.
3. Improved key WASH behaviors for increased demand with correct and consistent use of WASH products and services.

Jakarta

CHIEF OF PARTY (CoP) – IUWASH PASAR

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General Position Summary

The CoP will provide overall leadership, management and strategic vision to the implementation of the ENV - IUWASH Pasar program, to ensure that the program meets its targets and deliverables on-time and within budget. The CoP will manage a consortium of partner organizations led by Mercy Corps Indonesia. S/he will supervise program staff from Mercy Corps Indonesia and partner organizations and ensure accountability to Mercy Corps policies and USAID rules and regulations. S/he will be the primary program representative to donors, relevant government entities, program partners, other implementers, and stakeholders. ***This position is subject to funding for national Indonesian and will be based in Jakarta, Indonesia.***

Essential Job Responsibilities

Strategy & Vision

- Lead the development of a vision and strategy for the program shared with program team and key stakeholders.
- Play an active role in identifying and developing new initiatives that foster and/or improve strategic objectives of the program.
- Leads the development of annual workplans and PMP plans.
- Leads a culture and operationalization of adaptive management practices within the team to ensure that program approaches remain relevant and responsive to the changing context in Indonesia.

Program Management

- Oversee program start-up, management and administration. Ensure program implementation is on time, target and budget, using effective M&E systems to reach desired impacts.
- Ensure that program implementation is responsive to communities and partners and consistent with Mercy Corps' relevant program guidelines, principles, values, quality standards and strategic plan.
- Manage a consortium of partner organizations (subrecipients) under leadership of Mercy Corps Indonesia.
- Develop partnership frameworks, partner agreements/Memorandum of Understandings, and oversee partner performance.
- Integrate community approaches, gender sensitivity and capacity building into all activities as appropriate. Certify all interventions adhere to Mercy Corps Indonesia's Code of Conduct, Safeguarding Policy, Gender Policy, No Harm principles, participant accountability standards, and other related policies.
- Ensure program strategies and activities represent global good practice in Market Systems and WASH.
- Coordinate with procurement, logistics, security, administration, and human resources teams to ensure operational systems support field activities.
- Supervise and/or review the work of program consultants as applicable.
- Fulfill Mercy Corps Indonesia' Program Management Minimum Standards based on the organization-wide guide.

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Team Management

- Develop the capacity of the team, deepen understanding of their roles and assist with career development.
- Assist team members and partners with information, tools and resources to improve performance & reach objectives.
- Promote accountability, communicate expectations and provide constructive feedback informally and formally via regular one on ones and performance reviews.
- Create and sustain a work environment of mutual respect where team members and partners strive to achieve excellence.
- Hire, orient and lead team members as necessary.

Finance & Compliance Management

- Ensure compliance with donor and Mercy Corps Indonesia's regulations.
- Create and maintain systems to ensure effective and transparent use of financial resources for timely and informative reporting in line with program, donor and Mercy Corps Indonesia's needs.

Influence & Representation

- Represent Mercy Corps Indonesia and IUWASH PASAR at government, donor, NGO and other relevant events.
- Coordinate activities with consortium partners, subgrantees, local government and other implementers, as well as with other Mercy Corps Indonesia programs.

Security

- Work closely with the security focal point to develop and maintain systems that promote the safety and security of all team members.
- Ensure that programs are designed and implemented with a clear analysis and understanding of security.

Accountability to Beneficiaries

Mercy Corps Indonesia team members are expected to support all efforts towards accountability, specifically to our beneficiaries and to international standards guiding international relief and development work, while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of our field projects.

Supervisory Responsibility:

National and international team members working on the program, as well as partnerships with international and national program partners. The number of direct and indirect reports is to be determined.

Accountability:

Reports Directly To: Executive Director

Works Directly With: Director of Programs, Finance and operations teams, HQ Regional Program Team, HQ Technical Support Unit and partner organization teams.

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Knowledge and Experience

- MA/S or equivalent in social science, management, international development or other relevant field (ie WASH, Market Systems Development)
- 7-10 years of experience leading a donor-funded programs of similar scale and complexity.
- Experience managing USG cooperative agreements and strong understanding of USAID rules and regulations and compliance issues, as well as a positive track record in promoting transparent communications back-and-forth with USAID.
- Experience with and commitment to drive a market-based approach to achieve project objectives.
- Strong skills and a track record in strategic visioning, leadership, and inspiring teams.
- Effective personnel management, coordination, and decision-making skills, with proven ability to be accountable for all components of the program.
- Competent in building networks, strong problem-solving skills, and ability to influence with effective listening, persuasion, negotiation and other techniques.
- Internationally recognized qualification in project or program management or a commitment to obtain the qualification in the early months of work.
- Knowledge of Sphere standards and other training in humanitarian response preferred.
- English fluency required, written and spoken Bahasa Indonesia desirable.
- Persuasive written and oral communication in English, including report writing.
- Demonstrated technical expertise in Market Systems development and WASH.
- Previous experience working in the Asia preferred and strong understanding of the current political, economic, cultural and historical context of Indonesia preferred.

Success Factors

The successful CoP will combine exceptional management skills and experience in maintaining donor and partner relationships. S/he will have an outstanding ability to develop, implement and manage innovative programs within the current and future program structure of Mercy Corps Indonesia in the region. S/he will also have proven experience with cross-cultural teams and capacity building, individual staff development, and strong mentoring skills. Multi-tasking, prioritizing, problem solving and simultaneous attention to detail and strategic vision are essential. The most successful Mercy Corps Indonesia staff members have a strong commitment to teamwork and accountability, thrive in evolving and changing environments and make effective written and verbal communication a priority in all situations.

Living condition

The CoP is based in Jakarta. This is an unaccompanied position. This position requires up to 10% of travel to field locations in Indonesia. This position is not eligible for hardship or R&R benefits.

Mercy Corps Indonesia (MCI) team members represent the agency both during and outside work hours when deployed in a field posting. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MCI's policies, procedures, and values at all times and in all in-country venues.

Ongoing Learning

In support of our belief that learning organizations are more effective, efficient, and relevant to the communities we serve, we empower all team members to dedicate 5% of their time to learning activities that further their personal and/or professional growth and development

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Diversity, Equity & Inclusion

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives. We recognize that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive than we are today.

Equal Employment Opportunity

Mercy Corps Indonesia is an equal opportunity employer that does not tolerate discrimination on any basis. We actively seek out diverse backgrounds, perspectives, and skills so that we can be collectively stronger and have sustained global impact. We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

Safeguarding & Ethics

Mercy Corps Indonesia 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. 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.

Accountability to Participants and Stakeholders

Mercy Corps Indonesia 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.

How to Apply

Please send your CV together with the form on this [link](#) with the subject: "CoP IUWASH PASAR" to hrd@id.mercycorps.org.

The vacancy will be closed on **14 August 2022** and only shortlisted candidates will be contacted for interview. We look forward to hearing from those who are interested in taking this opportunity to grow and develop with us.

Thank You,
Human Resources Department
Mercy Corps Indonesia