



## JOB DESCRIPTION

# Marine & Fisheries Program Director

November, 2025

Jakarta

## I. JOB IDENTITY

Job Title	:	Marine & Fisheries Program Director
Directorate	:	Conservation – Marine & Fisheries Program
Direct Supervisor	:	Chief Conservation Officer (CCO)
Scope of Work	:	National
Work Location	:	Jakarta

## II. PURPOSE OF THE POSITION

The Marine & Fisheries Program Director leads WWF-Indonesia's national Marine and Fisheries Program, providing strategic direction, operational oversight, and leadership to ensure impact, accountability, and sustainability.

This role ensures that all program initiatives contribute to WWF's mission — conserving marine biodiversity, ensuring the sustainable use of marine resources, and improving the welfare of coastal and fishing communities. The Director integrates science, policy, advocacy, innovation, and partnerships to influence marine and fisheries governance, strengthen sustainable seafood value chains, and advance ecosystem-based management across Indonesia's priority seascapes.

As the head of the Marine & Fisheries Directorate, the Director holds full accountability for the design, implementation, and performance of WWF-Indonesia's Marine & Fisheries Program. This includes developing strategies, mobilizing resources, ensuring high-quality program execution, and delivering measurable conservation outcomes that align with WWF-Indonesia's Strategic Plan and the WWF Global Oceans & Food Practices.

The Director works closely with the Marine & Fisheries Conservation & Innovation Expert, who provides technical and scientific guidance to ensure that all programs are evidence-based, innovative, and credible. Together, they form a complementary leadership team — the Director driving strategy, partnerships, and delivery; the Expert ensuring scientific rigor, innovation, and learning.

The Director also champions cross-directorate collaboration, especially with the Head of Policy, Advocacy, and Social Inclusion, to embed equitable, inclusive, and rights-based approaches into all marine and fisheries initiatives.

Finally, the Director is responsible for inspiring and guiding a high-performing team, cultivating the next generation of conservation leaders within WWF-Indonesia. Working hand in hand with government agencies, local communities, private sector partners, and donors, the Director drives policy reforms, sustainable marine governance, and responsible stewardship of Indonesia's oceans — securing a sustainable future for both people and nature.

### **III. ROLES & RESPONSIBILITIES**

#### **A. Strategy & Program Design**

- Lead the development and implementation of WWF-Indonesia's Marine & Fisheries Program Strategy in alignment with national priorities and WWF Global Oceans & Food Practices.
- Collaborate and coordinate the development and implementation of WWF-Indonesia's Marine & Fisheries Program Strategy with other related directorates in particular with the Strategy and Program Design team as well as the Impact Monitoring & Quality Directorate.
- Ensure program strategies are science-based, results-oriented, and contribute to WWF's long-term conservation goals.
- Identify and prioritize program opportunities, ensuring alignment with WWF's principles and Indonesia's marine conservation agenda.
- Oversee the design and approval of project portfolios and work plans, ensuring coherence across seascapes and thematic areas.
- Collaborate with the Marine & Fisheries Conservation & Innovation Expert to ensure scientific rigor, innovation, and integration of emerging conservation approaches.
- Drive internal learning, cross-program coordination, and adaptive management processes.

#### **B. Program Implementation & Operations**

- Oversee the implementation of all Marine & Fisheries projects, ensuring they meet performance, quality, and compliance standards.
- Approve work plans, budgets, and operational strategies for program execution.
- Supervise project delivery to ensure timely achievement of conservation and socio-economic outcomes.
- Ensure compliance with donor requirements, WWF standards, and applicable national regulations.
- Monitor program risks, safeguards, and mitigation measures to ensure accountability and responsible resource use.
- Ensure programmatic alignment with cross-cutting themes such as climate resilience, gender equity, and social inclusion.

#### **C. Fundraising and Resource Mobilization**

- Lead the development and implementation of a resource mobilization strategy for WWF-Indonesia's Marine & Fisheries Program, focusing on climate mitigation and adaptation, sustainable fisheries, blue economy, sustainable finance, market transformation, and nature-based solutions.
- Identify and pursue diverse funding opportunities from bilateral and multilateral agencies, international development banks, corporate sustainability programs, impact investors, and philanthropic foundations that support sustainable ocean and fisheries initiatives.
- Develop high-quality funding proposals in collaboration with the Partnerships & Growth, Program Design & Development, and Impact Monitoring & Quality Divisions, ensuring strong theories of change, measurable impact frameworks, and alignment with WWF-Indonesia's Conservation Plan and WWF's Global Oceans & Food Practices.
- Cultivate and maintain strategic partnerships with the private sector (e.g., banks, investors, seafood industries, agribusinesses, and tourism operators) to unlock sustainable finance mechanisms and mobilize co-investment for green and blue economy transformation in priority seascapes.
- Leverage WWF's global network to co-develop and submit multi-country or regional proposals, particularly on climate-smart fisheries, sustainable supply chains, and ocean-based carbon solutions.
- Work closely with technical experts and communications teams to design compelling fundraising narratives that highlight WWF-Indonesia's leadership in marine conservation, market transformation, and climate action.
- Promote and implement innovative financing models such as blended finance, blue bonds, carbon markets, and ESG-linked investments that scale conservation impact and generate shared social and economic value.
- Monitor and report fundraising performance to ensure transparency, donor compliance, and contribution to WWF-Indonesia's long-term financial sustainability goals.

#### **D. Policy Advocacy & Social Inclusion**

- Represent WWF-Indonesia in high-level national and international forums on marine and fisheries governance.
- Drive advocacy and engagement with government, private sector, and civil society to advance sustainable fisheries and blue economy reforms.
- Collaborate with the Policy, Advocacy, and Social Inclusion team to integrate equitable and inclusive approaches into marine policy initiatives.
- Strengthen partnerships with ministries, local governments, research institutions, and industry associations to promote sustainable resource management.
- Support the Marine & Fisheries Conservation & Innovation Expert in positioning WWF as a thought leader in marine conservation and sustainable fisheries.

#### **E. Monitoring, Reporting, & Learning**

- Ensure robust monitoring, evaluation, and learning (MEL) systems are embedded in all program activities.
- Oversee performance monitoring to assess outcomes and inform adaptive management.
- Work closely with the Impact Monitoring & Quality Division to measure ecological and socio-economic impacts.
- Ensure lessons learned and best practices are documented and disseminated across the organization.
- Promote evidence-based reporting and continuous improvement through data-driven decision-making.

#### **F. Team Leadership & Capacity Development**

- Lead, coach, and mentor program managers and technical staff to foster professional growth and excellence.
- Promote a culture of accountability, collaboration, and continuous learning.
- Support recruitment, performance management, and succession planning to strengthen leadership pipelines.
- Champion WWF's values of Courage, Integrity, Respect, and Collaboration across the team.
- Build an inclusive work environment that values diversity, creativity, and innovation..

### **IV. REPORTING AUTHORITY**

Marine & Fisheries Program Director will report directly to the Chief Conservation Officer.

### **V. WORKING RELATIONSHIPS**

Internal	<ul style="list-style-type: none"><li>• Chief Conservation Officer (direct supervisor)</li><li>• Marine &amp; Fisheries Conservation &amp; Innovation Expert</li><li>• Senior Management Team</li><li>• Heads of Policy, Advocacy, and Social Inclusion, and other Conservation Programs</li><li>• Finance, Operations, Impact Monitoring &amp; Quality, Program Design &amp; Development, Partnership &amp; Growth, and Communications Teams</li></ul>
External	<ul style="list-style-type: none"><li>• Government agencies</li><li>• WWF Network offices and global initiatives/practices</li><li>• Donor organizations and international development partners</li><li>• Private sector partners and financial institutions</li><li>• Civil society organizations and community-based networks</li><li>• Research institutions, universities, and media</li></ul>

## VI. REQUIREMENT

Knowledge & Experience	<ul style="list-style-type: none"> <li>• Master's degree (or higher) in Marine Science, Environmental Policy, Natural Resource Management, or related field.</li> <li>• Minimum of 10 years of proven experience at a senior level in a related field, programme leadership, design and management.</li> <li>• Substantial proven experience in marine sustainable resource management, oceans governance and conservation issues.</li> <li>• Demonstrated success in program management, policy advocacy, and multi-stakeholder coordination.</li> <li>• Proven experience managing large-scale conservation portfolios and budgets.</li> <li>• Proven ability to represent WWF credibly at high-level forums.</li> <li>• Proven ability in working and managing relationships with a range of donors and/or stakeholders, particularly intergovernmental organisations, the corporate sector, aid agencies, civil society and NGOs.</li> <li>• Experiences in raising and mobilising funding and maintaining effective donor relations.</li> </ul>
Required Skills and Competencies	<ul style="list-style-type: none"> <li>• Exceptional strategic thinking, leadership, and team management abilities.</li> <li>• Strong communication, negotiation, and advocacy skills with diverse audiences.</li> <li>• Understanding of blue economy, sustainable finance, and ecosystem-based management.</li> <li>• Strong decision-making and problem-solving skills under complex, multi-stakeholder contexts.</li> <li>• Proven leadership and supervisory skills with an ability to mentor and develop multi-disciplinary and multicultural teams, both inhouse and remote. A confident, assertive demeanour, negotiation skills for dealing with internal and external partners.</li> <li>• Fluency in Bahasa Indonesia and English (written and spoken).</li> </ul>
Core competencies	<ul style="list-style-type: none"> <li>• High integrity and commitment to WWF's values: Courage, Integrity, Respect, and Collaboration.</li> <li>• Inspirational leader who fosters inclusion, transparency, and accountability.</li> <li>• Passionate advocate for nature conservation and sustainable development.</li> </ul>

## VII. VALUE IMPLEMENTATION

Courage	<ul style="list-style-type: none"> <li>• Strive for impact – we set and achieve ambitious goals</li> <li>• Take risks, despite the fear of failure, and we innovate fearlessly</li> <li>• Make decisions and act on them</li> <li>• Speak up, even when it's hard</li> </ul>
Integrity	<ul style="list-style-type: none"> <li>• Walk the talk – do what we say we will do</li> <li>• Hold ourselves and others accountable to the values we stand for</li> <li>• Acknowledge and challenge our own assumptions and biases</li> <li>• Take responsibility for our actions and their impact</li> </ul>
Respect	<ul style="list-style-type: none"> <li>• Create a safe and equitable space for dialogue</li> <li>• Value others' time, priorities, and contributions</li> <li>• Listen deeply, and without judgment to see through others' eyes</li> <li>• Treat everyone fairly, and champion diversity and inclusion</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>• Build trust and relationships</li> <li>• Ask for and offer help</li> <li>• Share knowledge while recognizing the expertise of others</li> <li>• Intentionally create and support diverse alliances</li> </ul>

**At Yayasan WWF Indonesia we are committed to creating an inclusive working environment, where diversity is valued and there is equality of opportunity. We therefore welcome applications from all sections of the community, and we offer a range of benefits to encourage a work life balance.**