



JOB DESCRIPTION

# Climate & Market Transformation Program Director

November, 2025  
Jakarta

## I. JOB IDENTITY

Job Title	:	Climate & Market Transformation Program Director
Directorate	:	Conservation – Climate & Market Transformation
Direct Supervisor	:	Chief Conservation Officer
Scope of Work	:	National
Work Location	:	Jakarta

## II. PURPOSE OF THE POSITION

The Climate & Market Transformation (CMT) Program Director is responsible for advancing WWF-Indonesia's mission to stop the degradation of the planet's natural environment and to build a future in which people live in harmony with nature.

This position leads national efforts to transform markets, influence government policy, promote circular economy and waste management solutions, and mobilize multi-sectoral action toward sustainable and climate-resilient development. The Director will guide strategic engagement with government institutions, private sector actors, and communities, ensuring their active participation in achieving nature-positive and zero-waste outcomes across WWF-Indonesia's priority land and seascapes.

The CMT Program addresses the over-exploitation of Indonesia's natural resources by influencing three key drivers:

### 1. Private Sector Engagement:

Drive responsible business practices in key sectors such as finance, consumer goods, forestry (timber, pulp & paper), palm oil, mining, energy, and waste management. This includes facilitating sustainable supply chains, circular economy transitions, ESG adoption, sustainable finance, and constructive corporate dialogue and campaigning when necessary.

### 2. Government Policy Influence:

Collaborate with ministries and regulatory bodies such as the Ministries of Environment and Forestry, Agriculture, Energy, the Financial Services Authority (OJK), and Bank Indonesia to develop, advocate, and implement policies supporting sustainable land use, waste reduction, circular economy, climate resilience, and green economy transitions, in close coordination with the Head of Policy, Advocacy, and Social Inclusion (PASI) to ensure alignment and effectiveness.

### 3. Community Empowerment:

Support equitable community participation in conservation and resource management, including community-based waste management and recycling initiatives that contribute to circular and low-carbon economies.

This work is grounded in strong communication, applied conservation science, effective advocacy, and active coordination with WWF-Indonesia's site-based programs to scale impact nationally.

The Director ensures strong integration between national-level policy advocacy and site-based implementation, promoting coherent strategies, shared learning, and measurable conservation impacts.

He/She represents WWF-Indonesia in national and global forums, builds and sustains strategic partnerships, and ensures the CMT Directorate contributes effectively to WWF's Global Goals (Forests, Oceans, Wildlife, Climate & Energy, Food, and Freshwater) and Plastic Smart Cities and Circular Economy initiatives.

### III. ROLES & RESPONSIBILITIES

#### A. Strategic & Plan

- Lead the design and implementation of WWF-Indonesia's Climate & Market Transformation strategy, including climate, energy, sustainable commodities, and waste management, ensuring alignment with WWF-Indonesia's Conservation Plan and WWF's Global Strategy.
- Collaborate and coordinate the development and implementation of WWF-Indonesia's Climate & Market Transformation Program Strategy with other related directorates in particular with the Strategy and Program Design team as well as the Impact Monitoring & Quality Directorate.
- Oversee the development of annual work plans, budgets, and performance indicators for all CMT programs.
- Provide strategic direction and thought leadership in climate policy, market transformation, sustainable finance, circular economy, and just energy transition.
- Ensure continuous coordination and synergy with the Head of Policy, Advocacy, and Social Inclusion (PASI) to align CMT strategies with national policy advocacy priorities and social inclusion frameworks.
- Guide evidence-based planning and decision-making through stakeholder mapping, risk assessment, and performance analysis.
- Foster innovation in low-carbon and zero-waste business models in partnership with government, academia, and private sector actors.
- Contribute to cross-directorate collaboration to ensure CMT and waste management perspectives are integrated across all WWF-Indonesia conservation programs.

#### B. Fundraising

- Lead the development and implementation of a resource mobilization strategy specifically for the Climate & Market Transformation (CMT) portfolio, focusing on climate mitigation and adaptation, decarbonization pathways, sustainable finance, market transformation, and nature-based solutions.
- Identify and pursue funding opportunities from a diverse range of sources, including bilateral and multilateral agencies (e.g., GCF, GEF, USAID, FCDO, NORAD), international development banks, corporate sustainability programs, impact investors, and philanthropic foundations that support climate and market transformation initiatives.
- Develop high-quality funding proposals in collaboration with the fundraising team (Partnership & Growth and Program Design & Development) and Impact Monitoring & Quality Division, ensuring clear theories of change, measurable impact frameworks, and strong alignment with WWF-Indonesia's Conservation Plan and WWF's Global Goals.
- Cultivate and maintain strategic partnerships with the private sector (e.g., banks, investors, agribusinesses) to unlock sustainable finance mechanisms and mobilize co-investment for green economy transformation in priority landscapes and seascapes.
- Cultivate partnerships with the private sector (e.g., packaging, retail, waste management, and manufacturing industries) to scale circular economy and waste reduction initiatives.
- Leverage WWF's global network to jointly design and submit multi-country proposals, particularly in areas such as climate-smart commodities, renewable energy transition, sustainable finance, and supply chain decarbonization.
- Work closely with technical experts and communications teams to design fundraising narratives that highlight WWF-Indonesia's leadership in market transformation, climate action, and waste reduction.
- Monitor and report on the performance of CMT-related fundraising initiatives, ensuring transparency, donor compliance, and alignment with WWF-Indonesia's long-term financial sustainability goals.
- Support innovative financing models such as blended finance, carbon markets, ESG-linked investments, and green bonds that can scale up conservation impact while generating shared economic and social value.

### **C. Policy Advocacy**

- Lead national and sectoral policy engagement on climate, energy, forestry, finance, waste management and sustainable commodities, in close collaboration with the Head of PASI to ensure alignment with WWF-Indonesia's policy agenda.
- Facilitate evidence-based advocacy to influence public and private sector policies toward low-carbon, deforestation-free, and socially inclusive economic growth.
- Strengthen WWF-Indonesia's positioning and credibility in climate and market transformation policy dialogues by coordinating inputs, data, and research-based recommendations.
- Represent WWF-Indonesia in policy forums, working groups, and coalitions related to climate change, sustainable production and consumption, plastic pollution, and circular economy.
- Support the development and promotion of enabling policy frameworks that accelerate market transformation (e.g., ESG integration, sustainable finance taxonomy, renewable energy, waste management regulations, and producer responsibility mechanisms).
- Ensure social inclusion and just transition principles are embedded in all advocacy and circular economy initiatives.
- Collaborate with the communications and campaigns teams to promote clear, evidence-based public messaging on waste reduction, circular economy, and climate resilience.

### **D. Program Implementation**

- Lead the WWF-Indonesia CMT Team in delivering impactful contributions to biodiversity conservation, sustainable markets, climate resilience, and circular waste management, in line with WWF's Global Goals and Nature Positive agenda.
- Ensure full implementation of the project management cycle, including Annual Work Plans, budgeting, execution, and M&E to track progress.
- Collect and analyze PMEL data to assess performance, including metrics on carbon reduction, supply chain sustainability, and waste diversion.
- Promote collaboration with WWF-Indonesia field programs to connect waste management pilots and circular economy models to policy and market-level change.
- Develop and maintain strategic partnerships with government, business, civil society, academia, and the WWF Global Network to advance sustainable markets and waste reduction.
- Deliver measurable conservation and environmental outcomes through integrated approaches in knowledge management, communications, campaigns, outreach, and environmental education.
- Promote effective engagement and communication with all key stakeholders—government, donors, WWF offices, private sector, CSOs—to secure impactful partnerships.
- Ensure consistent application of WWF's Environmental and Social Safeguards Framework (ESSF) across all program activities.
- Uphold WWF's values and culture, modelling integrity, inclusion, and collaboration.
- Coordinate with Financial Management & Technology, People, Operations & Growth, and Impact Monitoring & Quality divisions to ensure sufficient resources, systems, and capacity for program success.
- Maintain and strengthen WWF's brand recognition as Indonesia's leading conservation and circular economy organization, representing WWF's mission, vision, and values at all levels.

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

- Oversee the preparation of high-quality technical and financial progress reports for internal and external stakeholders.
- Track program outcomes, risks, and lessons learned to inform adaptive management.
- Report regularly to the Chief Conservation Officer and Senior Management Team on progress toward strategic and operational objectives.

#### IV. REPORTING AUTHORITY

Climate & Market Transformation 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 report)</li><li>• Senior Management Team</li><li>• Head 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 ministries and agencies</li><li>• WWF Network offices and global initiatives/practices</li><li>• Donor organizations and international development partners</li><li>• Corporate partners and financial institutions</li><li>• Civil society and community organizations</li><li>• Research institutions and media</li></ul>

#### VI. REQUIREMENT

Knowledge & experience	<ul style="list-style-type: none"><li>• Master's degree (or higher) in Environmental Policy, Climate Science, Circular Economy, Sustainable Development, Natural Resource Management, or a related field.</li><li>• Minimum 10 years in conservation, sustainability, climate, or waste management program leadership.</li><li>• Proven record in leading multi-stakeholder initiatives, policy advocacy, and market transformation in Indonesia.</li><li>• Experience working with donors, private sector, and government institutions.</li><li>• Strong understanding of Indonesia's climate, waste management, and sustainable finance policies, and their links to global frameworks.</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>• Proven ability to represent WWF credibly at high-level forums.</li><li>• Familiarity with sustainable finance, green economy transition, and climate adaptation/mitigation tools.</li><li>• Familiarity with circular economy, extended producer responsibility (EPR), and plastic pollution reduction frameworks.</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.**