



Wildlife Science and Conservation Specialist

2025

I. JOB IDENTITY

Job Title	: Wildlife Science and Conservation Specialist
Directorate	: Forest & Wildlife Program
Direct Supervisor	: Forest and Wildlife Program Director
Scope of Work	: National
Work Location	: Jakarta

II. PURPOSE OF THE POSITION

The Wildlife Science & Conservation Specialist provides technical, scientific, and coordination support to the design and effective delivery of WWF Indonesia's wildlife conservation portfolio. Under the guidance of the Wildlife & Forest Program Director, the Specialist contributes to strategic planning processes, field implementation, scientific analysis, monitoring and evaluation (M&E), and adaptive management to ensure wildlife conservation actions are grounded in strong evidence and best practices.

The role is responsible for supporting species conservation initiatives across multiple priority taxa, with a particular emphasis on the Sumatran tiger, and additional focus on Sumatran and Bornean elephants, Javan and Sumatran rhinos, and orangutans. The Specialist contributes technical inputs, ecological data, and scientific insights to ensure conservation strategies remain relevant, impactful, and responsive to emerging challenges.

A key part of this role is maintaining strong coordination and communication with national and international stakeholders—including government partners, research institutions, field teams, communities, and WWF offices across the global network—ensuring smooth information flow and alignment of scientific evidence with conservation implementation.

Overall, this position plays a critical supporting technical role in strengthening conservation science, enhancing monitoring systems, ensuring documentation and learning, and contributing to measurable conservation outcomes for Indonesia's priority wildlife species.

III. ROLES & RESPONSIBILITIES

A. Technical and Programmatic Support

- Support the design and refinement of wildlife conservation activities within WWF Indonesia's portfolio by providing technical and scientific inputs.
- Contribute to the application of science-based tools such as spatial analysis, ecological modeling, remote sensing, camera trapping systems, acoustic monitoring, telemetry, and emerging ecological technologies.
- Assist in developing and implementing monitoring, evaluation, and learning (MEL) systems, including establishing baselines, indicators, and data quality standards.

- Support the collection, management, and preliminary analysis of wildlife monitoring data, including population and habitat assessments and threat monitoring.
- Ensure strong data management practices, including metadata documentation, storage, field protocols, and updating wildlife databases in accordance with WWF standards.
- Assist in developing standardized wildlife survey methodologies and species monitoring protocols.
- Provide technical support to field teams on data collection, sampling techniques, troubleshooting equipment, and improving field survey efficiency.
- Support preparation of technical content for donor reports, including species summaries, field findings, and MEL updates.
- Assist in documenting best practices, lessons learned, and success stories from field implementation.
- Provide technical input into national and sub-national government species conservation strategies, policies, and plans.
- Support compliance with WWF's Environmental and Social Safeguards Framework (ESMF/ESSF), including monitoring and documentation.
- Contribute to cross-cutting technical initiatives such as climate resilience, ecological restoration, and community-based conservation as relevant to wildlife science.
- Ensure that scientific findings, field results, and monitoring data are regularly communicated to internal teams to support adaptive management.

B. Capacity Building

- Support training and capacity-building activities for WWF-Indonesia staff, partners, and community groups on wildlife monitoring, ecological survey techniques, spatial analysis, and conservation approaches.
- Assist in developing training materials, technical guidelines, and field manuals to strengthen partner capacity.
- Contribute to internal learning sessions and knowledge-sharing efforts to improve consistency and quality across wildlife conservation activities.

C. Knowledge Management

- Contribute to WWF-Indonesia's knowledge management efforts by documenting field results, species monitoring outputs, lessons learned, and good practices.
- Support proper organization, storage, and updating of technical documents, datasets, metadata, protocols, and spatial products to ensure data integrity and institutional learning.
- Prepare or contribute to internal technical briefs, species updates, case studies, and evidence summaries to inform adaptive management.
- Participate in WWF knowledge-sharing spaces, including communities of practice, learning events, and exchanges with other WWF offices to ensure continuous improvement of wildlife conservation approaches.

D. Fundraising Support

- Support the identification of potential funding opportunities aligned with WWF Indonesia's wildlife conservation priorities.
- Contribute technical content, data, maps, and MEL components for grant proposals and concept notes.
- Provide technical background research to help explore innovative conservation financing mechanisms (e.g., biodiversity credits, public-private partnerships, and others).

E. Relationship management and communications

- Maintain regular communication with internal teams to ensure proper coordination, information flow, and integration of wildlife science across programs.
- Support engagement with external stakeholders—including government agencies, research institutions, universities, community organizations, and other WWF offices—by preparing technical materials, participating in meetings, and sharing scientific updates.
- Contribute content for communication products, including field updates, conservation stories, technical summaries, and knowledge products.
- Participate in WWF’s national, regional, and global technical networks to share scientific insights and stay updated on emerging conservation practices.

IV. REPORTING AUTHORITY

Wildlife Science and Conservation Specialist will report directly to the Forest & Wildlife Program Director.

V. WORKING RELATIONSHIPS

Internal	<ul style="list-style-type: none">• Wildlife & Forest Programme Director – for guidance, supervision, and technical direction.• Wildlife conservation field teams – to support survey design, data collection, monitoring, and troubleshooting.• Impact Monitoring & Quality Team – to align data standards, reporting, learning processes, and evidence management.• Spatial/GIS team – to coordinate data inputs, mapping, and spatial analysis for priority species.• Policy & Government Relations team – to provide scientific inputs to species conservation strategies, policies, and government-led initiatives.• Communications team – to support development of wildlife-related communication products, stories, and technical content.• Program Design & Development/Fundraising/Partnerships team – to provide technical information for proposals, donor reporting, and concept notes.• Other thematic programmes (e.g., Climate, Forests, Oceans, Freshwater, Social Development) – to ensure scientific integration across cross-cutting conservation initiatives.• WWF regional and global networks – including species and conservation science communities of practice, learning groups, and technical exchanges.
External	<ul style="list-style-type: none">• Coordinates with government agencies, universities, research institutions, NGOs, local communities, donors, and private sector partners engaged in wildlife conservation.

VI. REQUIREMENT

Knowledge & Experience	<ul style="list-style-type: none">• Master’s degree in Wildlife Biology, Conservation Science, Ecology, Environmental Management, Forestry or a related field.• Minimum of 5-7 years of experience in wildlife conservation, research, biodiversity monitoring, or related fields.• Strong existing science, knowledge and practical experience of wildlife conservation in Indonesia• Experience with wildlife monitoring tools (camera traps, surveys, telemetry, etc.) and spatial or statistical analysis preferred.
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	<ul style="list-style-type: none"> • Experience working with government, NGOs, academic institutions, or field projects is an advantage. • Strong background and experience in illegal wildlife trade • Experience working on wildlife conservation initiatives outside of Indonesia desirable
Required Skills and Competencies	<ul style="list-style-type: none"> • Strong technical skills in wildlife ecology, species monitoring, and conservation science. • Proficiency in GIS tools, statistical analysis, and ecological data management. • Experience with MEL systems, data analysis, and reporting. • Strong communication skills (Bahasa Indonesia and English) with ability to translate technical information clearly. • Good interpersonal and coordination skills for working with diverse stakeholders.
Core competencies	<ul style="list-style-type: none"> • High integrity and commitment to WWF's values: Courage, Integrity, Respect, and Collaboration. • Inspirational leader who fosters inclusion, transparency, and accountability. • Passionate advocate for nature conservation and sustainable development.

VII. VALUE IMPLEMENTATION

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

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.