



I. JOB IDENTITY

Job Title	: <i>Conservation Finance Specialist</i>
Job Family	:
Directorate	: <i>Climate & Market Transformation</i>
Direct Supervisor	: <i>Sustainable Finance Project Leader</i>
Scope of Work	: National
Work Location	: Jakarta

II. PURPOSE OF THE POSITION

The Conservation Finance Specialist is responsible for design and implement sustainable financing strategy for conservation efforts in Peusangan Elephant Conservation Initiative (PECI) program. This include research and design financing mechanisms, managing sustainable financing portfolios and implementing sustainable financing strategies to meet PECI conservation goals, including but not limited to canvassing fundraising scheme, manage resource mobilization, and investment risk profiling to support the financing for the PECI program's implementation.

III. ROLES & RESPONSIBILITIES

Responsible for the conservation finance strategy implementation including research, designing mechanisms, develop and managing financial strategies, this position will be responsible for the following:

- A. **Develop Financing Mechanisms:** Design and implement innovative financial products and mechanisms that drive sustainable conservation outcomes and attract funding, such as Elephant Bonds, Sustainable Conservation Funds, Payments for Ecosystem Services (PES) schemes, or other impact finance instruments to fund conservation efforts. Conduct a desk-review stock-taking of experience with different conservation financing approaches in the region and develop a set of applicable innovative financing instruments to be implemented by the Project.
- B. **Financial Analysis & Risk Management:**
Conduct financial analysis and risk assessments for conservation projects and investment opportunities, evaluating their financial viability.
- C. **Stakeholder Engagement:**
Work with a wide range of stakeholders, including governments, NGOs, private investors, financial institutions, and local communities, to secure funding and support for conservation initiatives, align financial tools with conservation goals.
- D. **Investment Strategy & Management:**
Develop investment strategies and investment pipelines, manage capital, and oversee the deployment of private and public funds into conservation projects. Coordinate the development of financing inputs including any assessments, cost models, management plans and business plans
- E. **Technical Assistance & Capacity Building:**
Provide technical assistance and build the capacity of government, community, and private sector partners to strengthen their ability to finance conservation.

**F. Project Development & Implementation:**

Lead the development and execution of pilot projects in areas like marine conservation or landscape restoration

IV. Safeguard, Risk Management & Compliance .

- Implement all activities with due regard for and respect for Indigenous Peoples, Human Rights, and Gender Equality, as well as inclusive conservation, in accordance with the organization's standards and values;
- Maintain the confidentiality of organizational data and information and act within its authority;
- Contribute to identifying, analyzing, and measuring risk levels;
- Contribute to managing risks in accordance with established risk mitigation strategies.

V. AUTHORITY

Internal: Interact and work closely and regularly in coordination with Grant, P&C, Legal, FA and all support teams. Coordinate with the Program team to ensure progress of implemented projects.

External: Interact and work closely with vendors and external parties related to administrative office services, including donors and the WWF Network Office, as required.

VI. REQUIREMENT

Knowledge & experience	<ul style="list-style-type: none">• Degree in Finance, Business Administration, Economics, Environmental Finance or related field (Masters preferable but not mandatory)• At least 5 years' experience in financial modelling, business analysis, investment planning, and/or due diligence assessments, ideally with exposure to the sustainability or conservation sectors. Experience in the development of impact-based investment strategies preferable
Technical/ specific required knowledge	<ul style="list-style-type: none">• Financial Expertise: Strong understanding of sustainable finance sector and market, with a clear understanding of impact investing, biodiversity-based outcomes products (bonds) and blended finance mechanisms , structure of public fund (national & domestic budget), financial modeling, including skills in financial analysis and risk management. Experience in writing professional business and/or investment plans and building presentations• Environmental Knowledge: Strong conservation interest and experience in the conservation sector. Expertise in biodiversity conservation, climate change issues, sustainable land management, and ecosystem services is crucial.• Communication Skills: Excellent oral and written communication skills to explain complex financial and environmental concepts to to a range of technical and nontechnical stakeholders, including conservation



JOB DESCRIPTION

(job title)

Work Location

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	<p>practitioners, community leaders, investors, market representatives, and colleagues. Demonstrated experience developing external communications materials</p> <ul style="list-style-type: none">• Collaboration & Interpersonal Skills: Ability to work effectively in a collaborative, client-focused environment with a diverse range of partners and stakeholders.• Analytical & Problem-Solving Skills: A strong ability to analyze complex information and develop creative, innovative solutions to challenges.• Project Management: Strong project management skills to deliver projects on time and within budget. Organised, with exceptional attention to detail, especially when working across multiple workstreams• Adaptability & Initiative: A self-starter with an entrepreneurial mindset, comfortable with ambiguity, and able to take initiative in a fast-paced, changing environment• Familiarity with conservation investment tools, GIS software, and financial reporting systems, as well as certifications like CFA or ESG credentials, is valuable.
Core competencies	<ul style="list-style-type: none">• Passion for nature conservation and sustainable development, coupled with belief in WWF's Mission• Personal drive and dynamism to think practically, critically, and work independently and remotely• Open-mindedness & receptivity to new ideas• Able to clearly demonstrate behaviour that aligns with our values: Courage, Integrity, Respect and Collaboration; and culture in WWF: Striving for Impact, Listening Deeply, Collaborating Openly, and Innovating Fearlessly.

VII. VALUE IN ACTION

Courage (Keberanian)	<ul style="list-style-type: none">• Strive for impact – we set and realize ambitious goals• Take risks, despite fear of failure, and we innovate without fear• Dare to make decisions and act on them Speak up, even when it's hard to do
Integrity (Integritas)	<ul style="list-style-type: none">• Walk the talk – do what we say we will do• Strengthen ourselves and others to be responsible for the values we fight for• Admit and challenge our own assumptions and biases Take responsibility for our Actions and their impacts
Respect (Menghargai)	<ul style="list-style-type: none">• Create a safe and equal space for dialogue• Respect others' time, priorities, and contributions• Listen deeply, and without judgment to see through the eyes of others



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	Treat everyone fairly, and champion diversity and inclusion
Collaboration (Kolaborasi)	<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.

This Job Description is prepared and used as a reference in the responsible recruitment process and as a basis for the implementation of duties and performance evaluations for the incumbent.			
This document is ratified and is effective as of the date of its issuance.			
Made by:	Approved by:	Known Oleh:	Endorsed by :
 Name: Risyad Tri Setiaputra (User/Direct Spv) Tanggal: 18 - 12 - 2025	 Name: Irfan Bakhtiar (User's Spv) Tanggal:	 Name: Irfan Bakhtiar (Climate & Market Transformation Director) Tanggal:	 Name: Rusyda Deli People & Culture Manager / People & Operation Director Tanggal:

**Catatan Kewenangan Pengesahan:*
Jabatan officer (staf/pegawai pelaksana): Officer s/d Senior Officer: Sustainable Finance Officer
Jabatan manajerial atau di atasnya (Manager, Senior Manager): Sustainable Finance Project Leader