

Program Associate/Senior Program Associate (Denpasar)

ORGANIZATION PROFILE

[McKinsey.org](https://mckinsey.org) is a new non-profit, founded by McKinsey & Company, to have lasting and substantial impact on complex social challenges. We are developing solutions to put all waste to productive use for the benefit of communities and the environment. We believe that a community-scale solution that captures the full value of all waste streams and addresses all stages of the waste and recycling lifecycle, from the communities who generate the waste to the companies committed to buying recycled materials, can be economically self-sufficient, and environmentally and socially responsible.

POSITION DESCRIPTION

This is a unique opportunity to join the development of [McKinsey.org's](https://mckinsey.org) **flagship program: Rethinking Recycling**. We are currently developing proof-of-concept pilot projects in two locations: Argentina and Indonesia. In Indonesia, we are partnering with PRAISE, an association of manufacturers of consumer goods, as well as local companies, NGOs, government and community stakeholders. We are working initially in one desa (village) in Denpasar, but hope to scale this approach actively across Bali and Indonesia.

We are looking for candidates to join a collaborative program team of McKinsey.org staff, external colleagues and local partners as Program Associates or Senior Program Associates.

Responsibilities may include:

- Design and implement tailored solutions to roll out waste separation at source across entire communities. Create effective communication and incentive programs for the community, working with educators and community leaders to embed behavior change
- Optimize the collection system and waste sorting facility by designing and implementing training for workers and leaders to motivate and incentivize them to operate more efficiently. Analyze, design and implement solutions to improve routes and equipment
- Design data tracking systems for traceability of recyclables along the commercial value chain. Track and analyze data on performance across the system to ensure accountability and continuous improvement (e.g., source separation compliance, sorting efficiency etc.)
- Improve the overall social and economic sustainability of the project by liaising with a range of local stakeholders, including community leaders and informal sector players
- Develop comprehensive business case analysis to ensure triple-bottom-line return on investment including sensitivity analysis, debt analysis, capex and budgeting, RFP analysis
- Standardize and codify best practices learned from this program to ensure scalability
- Prepare high quality, actionable syntheses for regular meetings with senior stakeholders
- Build understanding of and communicate with different audiences, expressing clear messages and articulating actionable conclusions

We also invite applications from candidates with significant managerial experience, who will join as Senior Program Associates and oversee the implementation of specific workstreams, and report directly to the Country Manager.

Program Associate requirements:

- Minimum 2 years' work experience
- Experience working on waste management or recycling topics
- Strong written and spoken communication skills
- Strong problem-solving skills and intellectual curiosity
- Good team player
- Indonesian national based in Bali, or willing to move full-time
- Fluency in Bahasa Indonesia, and comfortable in written and spoken English
- Passion for making change happen in the environmental and/or waste space

Senior Program Associate requirements:

All of the above, plus:

- Minimum 5 years' work experience
- Experience managing teams for complex implementation projects with diverse stakeholders
- Track record of establishing credibility with local community leaders and workers

Preferred for both

- Experience working with leading NGOs or corporates
- Undergraduate or master's degree in relevant subject
- Fluency in Balinese
- Experience working with community leaders and local governments

Further details:

- This will be a contracted position, with an initial term of 6-12 months, extendable based on performance
- This position will be based full-time in Denpasar, Bali
- We offer competitive compensation
- We are an equal opportunity employer

To apply, please send your CV and a cover letter (max 1 page) to jobs@mckinsey.org.

Closing date for applications: 10 December 2018.

We are unable sponsor work permits. This position is open only to Indonesian nationals.