

Rethinking Recycling Community Program Manager - Bali

ORGANIZATION PROFILE

McKinsey.org is a new non-profit, founded by the global consultancy McKinsey & Company, to have lasting and substantial impact on complex social challenges.

Our Rethinking Recycling program, launched in fall of 2018, aims to enable every community to build green, inclusive, and economically sustainable recycling systems. We work to capture the full value of all types of household waste, from plastic and other recyclables to organic waste. We address problems throughout the whole recycling process, from the communities who generate the waste to the companies committed to buying recycled materials, to prove that recycling can be economically self-sufficient as well as environmentally and socially responsible.

POSITION DESCRIPTION

This is a unique opportunity to join the development of **McKinsey.org's flagship program, Rethinking Recycling**. We are now developing proof-of-concept pilots for this approach. In Indonesia, we are partnering with PRAISE, a consortium of 6 consumer goods companies (Danone, Unilever, Coca-Cola, Indofood, Nestle and Tetra Pak), as well as local companies, NGOs, government and community stakeholders. We are working initially in one Desa (village) in Denpasar, but aim to scale up this approach across Bali and Indonesia.

We are looking for an experienced manager to help lead a collaborative program team of McKinsey.org staff, external advisors and local partners as our Community Program Manager.

Responsibilities may include:

- **Implement community programs to institute separation of household waste at source**, working with educators and community leaders to embed behavior change. This will include conducting small learning experiments (e.g., focus groups, rapid prototyping, neighborhood pilots) to determine critical success factors, and to design and roll out effective communication and incentive programs.
- **Optimize the community's waste collection system and sorting facility operations (TPS3R)**, by analyzing, designing and implementing solutions to achieve operational excellence and consistency. This will include training and possibly performance incentives for workers and managers, as well as contingency planning.
- **Implement data tracking systems** across the system to ensure accountability and continuous improvement (e.g., community adherence to source separation behaviors, sorting efficiency).
- **Manage and collaborate with partner organizations** to achieve shared program goals. This includes leveraging their strengths, designing work plans and managing the progress.
- **Maintain good working relationships with community leaders** to sustain support from the Desa and other local government stakeholders. This includes providing regular program progress updates and fostering a sense of Desa ownership of the program

- **Lay the foundation for program expansion in Bali** by aligning with a range of local stakeholders, including other Desas and leaders at other levels of government (e.g., Kabupaten/Kota, Provinsi)
- **Develop the investment case** for the program to ensure triple-bottom-line return on investment, including sensitivity analysis, debt analysis, capex and budgeting
- **Support the global McKinsey.org in standardizing and codifying best practices learned** from this program to ensure scalability

Qualifications:

- Minimum 5 years' experience managing teams to deliver complex implementation projects with diverse stakeholders
- Track record of winning the respect of decision makers, such as community leaders and government officials
- Solutions-oriented mindset, able to remain positive and find alternatives in the face of setbacks
- Native or professional fluency in Bahasa Indonesia – knowledge of Balinese is a plus
- Professional fluency in written and spoken English
- Indonesian national willing to be based in southern Bali (*note: we are unable to sponsor Indonesia work permits at this time*)
- Passion for contributing to society and the environment

Preferred:

- Experience working with community groups in Indonesia
- Ability to communicate and empathize with a broad range of different audiences
- Experience in operations of a business, such as managing a shop or production facility
- Experience working on waste management or recycling topics
- Undergraduate or master's degree in relevant subject

Further details:

- This will be a contracted position, 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 write to jobs@mckinsey.org with your CV and a cover letter (max 1 page).

We are unable sponsor work permits at this time – this position is only open to Indonesian nationals.