

**ARGENTINA SENIOR PROGRAM ASSOCIATE  
MCKINSEY.ORG  
SUSTAINABLE COMMUNITIES: RETHINKING RECYCLING**

Are you passionate about sustainability, fluent in Spanish, and interested in living in Argentina to work in social and environmental impact? We are hiring Senior Program Associates for McKinsey.org's Rethinking Recycling initiative in Argentina. This is a unique opportunity to help build McKinsey.org's flagship program.

**ORGANIZATION AND PROGRAM PROFILE**

[McKinsey.org](http://www.mckinsey.org) is an independent non-profit founded by McKinsey & Company in January 2018 to have lasting and substantial impact on complex social challenges. Our first initiative, Rethinking Recycling, aims to dramatically improve recycling systems in cities around the world so that they are truly economically sustainable, socially inclusive, and environmentally beneficial – thus accelerating the transition to a zero-waste, circular economy. We focus particularly on plastics and organics (food and garden waste) in the post-consumer waste stream, which together drive much of the waste pollution crisis and its contribution to local pollution and global climate change.

Our program has three major components, aimed at overcoming the vicious cycle of poor supply and inadequate demand for recycled material that plagues most cities today:

1. We improve supply of recyclable waste at the source through better design of behavioral nudges and collection systems.
2. We build community recycling systems that drive cost efficiency and ethical operations in sorting, logistics, and processing of recyclable waste.
3. We work to stabilize recycling demand and unlock better pricing by streamlining and bringing transparency to the full recycling value chain.

Our goal is to create a rapidly replicable model for managing waste that cities around the world will adopt.

We currently have pilot programs in two locations: Buenos Aires, Argentina and Bali, Indonesia. We have full-time program teams in both locations, as well as community, government, expert NGO, and corporate partners that amplify our impact.

In Argentina, on the supply and community side, we have been piloting our proof-of-concept in an iconic informal settlement in Buenos Aires, Barrio 31, where we have reached higher recycling rates and community engagement than anywhere else in the city. We now aim to complete and hand off the Barrio 31 program to local stakeholders, and to apply our learnings to a full mid-sized city in Argentina. On the demand side, we are engaging multiple industry players to explore mechanisms for channeling purchasing commitments into stabilizing markets for recycled material. Read more about our work and see a video of our program in Argentina on our website: <http://www.mckinsey.org>.

## POSITION DESCRIPTION

We are looking for several passionate, high-performing Senior Program Associates to join a collaborative program team of McKinsey.org colleagues, external staff, and local partners for Argentina. These Senior Program Associates will be based in our new program location, to be decided by mid to late February. Responsibilities will include some subset of the following (you will be primarily responsible for one area, while coordinating with and contributing to others):

- **Behavior change:** Lead design and implementation of waste separation campaigns across entire communities. Create effective communication and incentive programs for the community, working with educators and community leaders to embed behavior change
- **Collection and sorting operations optimization:** Coordinate design and implementation of training for workers and leaders to motivate and incentivize them to operate more efficiently. Analyze, design and implement solutions to improve routes and equipment
- **Data tracking:** Lead design and implementation of systems that support traceability of recyclable material. Track and analyze data on program performance ensure accountability and continuous improvement (e.g., behavior change adherence, sorting efficiency, etc.)
- **Local stakeholder engagement:** Ensure the overall social and economic sustainability of the project by liaising with a range of local stakeholders, including community leaders and informal sector players. Build understanding of and communicate with different audiences, expressing clear messages and articulating actionable conclusions
- **Business case analysis:** Build analytical models and recommendations toward triple-bottom-line ROI, including sensitivity analysis, debt analysis, capex and budgeting, RFP analysis
- **Codification:** Standardize and document best practices learned from this program to ensure replicability and scalability
- **Senior stakeholder communication:** Prepare high quality, actionable syntheses of program work for regular meetings with senior stakeholders, including memos and presentations

## QUALIFICATIONS

We strongly **prefer candidates with significant managerial experience**, as Senior Program Associates will likely oversee the implementation of specific workstreams, and report directly to Argentina Program Managers and Project Leads.

- Minimum 5 years' work experience
- Experience managing teams for complex implementation projects with diverse stakeholders
- Professional fluency in Spanish and English (both written and spoken)

- Willingness to relocate to program location in Argentina (all nationalities are welcome to apply)
- Track record of establishing credibility with a broad range of people, from front-line workers to senior leaders
- Demonstrated aptitude in conceptual and analytical problem solving (e.g., distilling themes from interviews, identifying important patterns/discrepancies in data)
- Experience in relevant topics (e.g., behavior change principles, municipal service operations, community engagement, capability building/upskilling) is a plus
- We prefer candidates with:
  - Work experience and/or undergraduate degree in related topics (e.g., behavior change, community engagement, human-centered design, digital solutions, service operations, job training, environment/ecology, supply chains)
  - Work experience with major NGOs or corporations, especially on strategy, operations, and/or digital projects
  - Work experience with community leaders and local governments
  - Passion for making change happen in the environmental and/or waste space

**Further details:**

- This position will be based full-time in Argentina. All nationalities are welcome to apply
- We offer competitive compensation
- We are an equal opportunity employer

**TO APPLY**

Please send a cover letter and CV to [jobs@mckinsey.org](mailto:jobs@mckinsey.org) with the subject "Application – Argentina Senior Program Associate."