

**INDONESIA COMMUNITY PROJECT LEAD
MCKINSEY.ORG
SUSTAINABLE COMMUNITIES: RETHINKING RECYCLING**

Are you passionate about sustainability, fluent in Bahasa Indonesia, and interested in living in Bali to work in social and environmental impact? We are hiring a Community Project Lead for McKinsey.org's Rethinking Recycling initiative in Indonesia. 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 collection systems and behavioral nudges.
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 Indonesia, on the supply and community side, we have been piloting our proof-of-concept in a community recycling program in one Desa (village) in Denpasar, and now aim to replicate this approach across multiple Desas at once through a scale-up mechanism (e.g., a training, resourcing, and financing "academy") across Bali. On the demand side, we are partnering with PRAISE, a consortium of six consumer goods companies – Coca-Cola, Danone, Indofood, Nestlé, Tetra Pak, and Unilever – to develop mechanisms for channeling purchasing commitments into stabilizing markets for recycled material.

Read more about our work and see a video of our program on our website: <http://www.mckinsey.org>.

POSITION DESCRIPTION

We are looking for a passionate, high-performing individual to join a collaborative program team of McKinsey.org colleagues, external staff, and local partners as Community Project Lead for Indonesia. Responsibilities may include:

- **Partnership management:** Manage collaborations with partner organizations to achieve shared program goals, leveraging their strengths and setting clear mutual expectations. Build trusted, collaborative relationships with community leaders to ensure strong ownership and sustained support from the Desa and other local government stakeholders
- **Senior stakeholder communication:** Prepare high quality, actionable syntheses of program work for regular meetings with senior stakeholders, including memos and presentations
- **Behavior change:** Oversee 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:** Lead team in bringing collection service and waste sorting facility to the next level of performance, including overseeing design and implementation of waste worker training, facility and process improvements, and incentive/reward systems
- **Data tracking:** Oversee 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.)
- **Develop digital solutions:** Oversee research, design and development of digital solutions to enable better community/customer engagement and transparent, efficient operations
- **Business case analysis:** Oversee analysis and recommendations toward triple-bottom-line return on investment including sensitivity analysis, debt analysis, capex and budgeting, RFP analysis
- **Codification:** Manage standardizing and documentation of best practices learned from this program to ensure replicability and scalability

QUALIFICATIONS

- Native or professional fluency in Bahasa Indonesia and fluency in English
- Indonesian national willing to be based in southern Bali (*See work permit note below*)
- 5+ years' experience managing teams to deliver complex implementation projects with diverse stakeholders
- Solutions-oriented mindset, able to remain positive and find alternatives in the face of setbacks
- Track record of establishing trust and credibility with community and local government leaders
- Demonstrated aptitude in conceptual and analytical problem solving (e.g., distilling themes from discussions, identifying important patterns/discrepancies in data)

- We prefer candidates with one or more of the following:
 - Experience with Balinese culture and customs (Balinese language fluency is a plus)
 - Experience in operations of a business, such as managing a production facility
 - Experience working for/with non-profit or sustainable development organizations
 - Experience working on waste management or recycling topics
 - Undergraduate or master's degree in relevant subject (e.g., environmental studies, business, development economics)

Further details:

- This position will be based full-time in Denpasar, Bali. **Note: We are unable to sponsor work permits** for this position at this time – it is only open to Indonesian nationals
- We offer competitive compensation
- We are an equal opportunity employer

TO APPLY

Please send a cover letter and CV to jobs@mckinsey.org with the subject "Application – Indonesia Community Project Lead."