

**INDONESIA PROGRAM ASSOCIATE  
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 Program Associates 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 several passionate, high-performing Program Associates to join a collaborative program team of McKinsey.org colleagues, external staff, and local partners for Indonesia. 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:** Apply lean principles to collection service and waste sorting facility. Design and implement 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:** Design and implement 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:** Research, design and develop digital solutions, working closely with players from across the recyclables industry, to drive stability and ensure transparency in the recyclables market (e.g. e-commerce platforms)
- **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 return on investment 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

- Native or professional fluency in Bahasa Indonesia and fluency in English (Balinese is a plus)
- Strong track record of managing and delivering work independently, while engaging managers/leaders at appropriate times
- Ability to establish trust and credibility with a range of different stakeholders, from front-line workers and community members to executives and government officials
- Positive, can-do attitude and ability to deal well with ambiguity in fast-paced start-up environment

- Demonstrated aptitude in conceptual and analytical problem solving (e.g., distilling themes from interviews, identifying important patterns/discrepancies in data) – strategy, operations, and/or digital project experience strongly preferred
- Experience in relevant topics (e.g., behavior change principles, municipal service operations, community engagement, capability building/upskilling) is a plus

**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](mailto:jobs@mckinsey.org) with the subject "Application – Indonesia Program Associate."