

**INDONESIA PROGRAM MANAGER
MCKINSEY.ORG
SUSTAINABLE COMMUNITIES: RETHINKING RECYCLING**

Are you an experienced senior manager passionate about sustainability and interested in living in Bali to work in social and environmental impact? We are hiring a Program Manager to lead a dynamic and high-impact team 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 an **experienced senior manager** to lead a collaborative program team of McKinsey.org staff, external advisors and local partners.

Responsibilities will include:

- **Strategic and operational planning:** Together with the global leadership team of McKinsey.org Sustainable Communities, set goals, KPIs, resourcing plans and timelines
- **Team leadership:** Lead a high-performing, 5+ person team plus implementation partners to deliver to program objectives and timelines, including providing professional development coaching to individual team members to support their success
- **Strategic and day-to-day problem solving:** Lead collaborative process to design program elements, prioritize between tradeoffs, respond to emergent opportunities, manage risks, and navigate obstacles and setbacks, making executive decisions where appropriate
- **Communications and senior stakeholder engagement:** Represent our program with local, provincial and national government officials; international fora on circular economy, ocean health, and waste & recycling issues; corporate CEOs and industry consortia; community leaders, NGOs and advocacy groups
- **Partnerships and fundraising:** Secure funding and strategic/implementation partnerships to advance program objectives

The Indonesia Program Manager will report to McKinsey.org's Global Senior Program Manager focused on Asia.

QUALIFICATIONS

- Significant experience managing large teams (5-10 years) to deliver complex implementation projects with diverse stakeholders
- Strong track record as an inspirational team leader, who fosters a non-hierarchical, high-performing and supportive culture, with extensive experience coaching others to become effective leaders themselves
- Strong track record building respect and credibility with senior decision makers, such as government officials, corporate executives, major donors, and community leaders
- Ability to thrive in "build the plane as you fly it" environments: comfortable managing the ambiguity and risks inherent to innovation; helping teams prioritize dynamically based on new information; staying positive and creative in the face of setbacks
- Ability to communicate complex information effectively to different audiences – particularly context, main points to understand, implications for strategy/project delivery, asks and next steps
- Pluses include:
 - Native or professional fluency in Bahasa Indonesia and/or Balinese
 - Experience in a startup environment (i.e., resource constrained, fast evolving)

- Experience working in social impact and emerging economy contexts, especially building inclusive solutions in partnership with local stakeholders
- Experience in sustainability topics (e.g., circular economy, corporate social responsibility, economic development) and/or related industries (e.g., fast-moving consumer goods, manufacturing, municipal services/utilities)

Further details:

- This position will be based full-time in Denpasar, Bali – we are able to sponsor work permits as necessary
- 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 Program Manager."