

Open Vacancy

Dear All,

Please find below open position.

We are seeking qualified candidates to strengthen our team.

BREWING CHANGE: EMPOWERING WOMEN AND GIRLS IN COFFEE ORIGIN COMMUNITIES IN DAIRI REGENCY (BENTANI DAIRI)

Mercy Corps Indonesia (MCI) is a local Indonesian non-profit organization, which will implement humanitarian, and development assistance programs throughout the country. MCI's mission is to empower people in Indonesia to become healthy, productive, and resilient communities. Resilience means an ability to recover from or adjust easily to misfortune or change.

Program Summary

Coffee farming is largely a household-based livelihood, in which both men and women contribute to different stages of production and decision making. Within this context, women play an important role in helping manage farms, harvesting, and managing household finances. Despite their contributions, they face several challenges, including:

- Limited access to adequate nutrition and clean water: Stunting remains a concern in several villages in Dairi, with the 2024 Indonesian Nutritional Status Survey (SSGI) reporting a prevalence rate of 29% across the district, underscoring gaps in nutrition knowledge and health practices.
- Limited financial literacy and financial management skills: Although women contribute substantially to household income and coffee production, their capacity for financial management is still limited.
- Limited access to formal financial products and services: Farmers' access to formal financial products and services is still limited, with distance to bank offices and other formal financial institutions posing a significant barrier for communities.
- Declining interest in agriculture among younger generations: In Dairi District, seasonal harvest cycles lead to irregular and unstable farm incomes, making agriculture a less attractive livelihood and leading many young people to seek employment outside the region rather than continue farming.
- Limited business development for women to gain income: Women's economic activities are still largely dependent on agriculture, particularly coffee cultivation and horticulture, while opportunities for income diversification remain limited.

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Dairi Regency, Sidikalang, North Sumatera, Indonesia

PROGRAM OFFICER – BENTANI DAIRI

General Position Summary

The Program Officer will be responsible for directly working with the communities and local partners in the program locations to reach 750 women and girls through health education, better access to water, sanitation and hygiene (WASH) facilities, and 375 women and girls through access to financial products and services, and capacity building in digital marketing channels. In addition, He/She will ensure strong alignment with Dairi District Government's programs, particularly those focused on reducing stunting prevalence, expanding women's access to financial products and services, and supporting the development of non-agricultural businesses currently underway.

Essential Job Responsibilities

STRATEGY AND PLANNING

- Directly reach 750 women and girls in four villages with high stunting prevalence across Sumbul and Parbuluan Subdistricts and approximately 2,250 indirect participants.
- Empower 750 women and girls through health education, better access to water, sanitation and hygiene (WASH) facilities, and partnership with the Dairi Regency government's stunting prevalence reduction program.
- Empower 375 women and girls through access to financial products and services and use of digital marketing channels including e-commerce, WhatsApp business, and social commerce (250 women participants will improve access to financial products and services, while 125 women participants will improve access to digital marketing channels).
- Empower 120 women and girls through access to sanitation.
- Empower 30 households through access to WASH infrastructure.
- Collaborate with the program teams, contributing to the entire project lifecycle.
- Organize and monitor schedules and see that deadlines are met.
- Coordinate efforts within the team and with outside consultants efficiently.
- Report updates verbally and in written form to management
- Complete any necessary administrative tasks, such as research and email.
- Provide recommendations to the Deputy Program Manager and all focal points on the related findings from the field or community.
- Support the coordination and monitoring of project activities at the field level, ensuring implementation schedules are met as per the detailed activity plan, and that adherence to systems for quality project implementation are strengthened.
- Support beneficiaries throughout the project life cycle and conduct regular data collection for project progress monitoring. This is conducted through different activities that include but are not limited to follow-up calls, field visits, coaching, and mentorship.
- Compile data provided at the community level as per project requirements and contribute to the preparation of reports, assessments, and evaluations.

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- Share insights and perspectives based on observations and interactions with community members, colleagues and stakeholders.

SAFEGUARDING RESPONSIBILITIES

- Actively learns about safeguarding and integrates it into their work, including safeguarding risks and mitigations relevant to their area of work.
- Practices the values of Mercy Corps, including respect for the dignity and well-being of participants and fellow team members.
- Encourages openness and communication within their team; encourages team members to submit reports if they have any concerns through reporting mechanisms, e.g., the Integrity Hotline and other options.

Knowledge and Experience

- Minimum education Bachelor of Agriculture/Engineering
- Degree in relevant subject matter or equivalent combination of education and experiences
- At least 3 years of working experience in DRR & Livelihood programs at the community level
- Experience collaborates with the national, province, and regency government agencies.
- Experience collaborates with Financial Services Providers (PSFs). Experience collaboration with insurance companies would be an advantage.
- Training and workshop facilitation skills.
- Experience work with a private company or private foundation donor would be an advantage.
- With guidance from the Program Coordinator and key strategic partners, he/she will mobilize communities both from Desa levels to meaningfully engage in the program.
- The ability to meet deadlines and be agile/flexible.
- Strong management, team building, and capacity development skills.
- Demonstrated attention to detail, ability to follow procedures, meet deadlines and work independently and cooperatively with team members.
- The ability and desire to grow individually and professionally.
- Knowledge of Sphere standards and other training in humanitarian response would be an advantage.
- Able to proactively address potential issues.
- Collaborative working style and team-player attitude
- Positive and encouraging personality.
- Outstanding organizational skills and ability to prioritize tasks.

Living Conditions / Environmental Conditions

This position will be in Dairi Regency, Sidikalang with regular visit to the field in the target villages and sometime have to stay at villages where the environment is largely stable but the living conditions may be rudimentary.

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Accountability to Participants and Stakeholders

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our program participants, community partners, other stakeholders, and to international standards guiding international relief and development work. We are committed to actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects.

Team Engagement and Effectiveness

Achieving our mission starts with how we build our team and collaborate. By bringing together individuals with a variety of experiences, backgrounds, and perspectives, we strengthen our ability to solve complex challenges and drive innovation. We foster a culture of trust and respect, where every team member is valued for their contributions, empowered to reach their full potential, and motivated to do their best work. We recognize that building a strong and effective team is an ongoing process, and we remain committed to learning, improving, and growing together.

Equal Employment Opportunity

Mercy Corps is an equal opportunity employer committed to providing equal employment opportunities to all employees and qualified applicants for employment without regard to race, color, sex, sexual orientation, religion or belief, national origin, age, disability, marital status, veteran status, or any other characteristics protected under applicable law.

Safeguarding & Ethics

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC and have signed on to the [Interagency Misconduct Disclosure Scheme](#). We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to [Mercy Corps Code of Conduct Policies](#) and values at all times. Team members are required to complete mandatory Code of Conduct elearning courses upon hire and on an annual basis.

As an applicant, if you witness or experience any form of sexual misconduct during the recruitment process, please report this to Mercy Corps Integrity Hotline (integrityhotline@mercy Corps.org).

How to Apply

Interested candidates are invited to submit their **CV** and a **cover letter** explaining how their qualifications and experience align with the responsibilities of this position through the following link:

<https://bit.ly/4xiORNH>

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By applying for this position, applicants attest that they have never violated any policy related to sexual misconduct, sexual exploitation and abuse (SEA), child safeguarding, or human trafficking, and have never been disciplined for violating an employer's code of conduct.

Applications will be accepted until **16 August 2026**. Only shortlisted candidates will be contacted for the next stage of the recruitment process.

We encourage qualified candidates who are interested in this opportunity to apply and look forward to receiving your application.

Thank You,
Human Resources Department
Mercy Corps Indonesia