

Open Vacancy

Dear All,

Please find below open position.

We are trying to find the best possible candidates to make team stronger.

REGENERATIVE SOLUTION FOR CLIMATE AND ECONOMIC RESILIENCE (RESOURCE)

Mercy Corps Indonesia (MCI) is a local Indonesian non-profit organization, which implements 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 form or adjust easily to misfortune or change.

Program Summary

The climate crisis is having a deep impact on Indonesia, a country that faces a wide variety of natural hazards throughout its territory, exposing local communities to numerous natural disasters. In the case of Sigi District, Central Sulawesi Province, climate-related disasters have humanitarian and development implications, as farming is a main source of livelihood and is extremely dependent and affected by climate-related disasters. Mercy Corps Indonesia's current MRED program in Sigi District has been working with several communities recently affected by multiple disasters, including earthquakes, landslides, and flash floods. In partnership with the communities, MRED conducted assessments to determine underlying issues that greatly affect the vulnerabilities of communities when a disaster occurs. The result of the assessment of the biggest loss during a disaster (especially flooding) is the loss of community livelihoods due to the degradation of ecological functions.

The situation is getting worse due to changes in community farming patterns from polyculture to monoculture farming, as well as the high dependency on chemical pesticides that lead to soil quality degradation. To address the issues mentioned above, MRED and Regenerative Solution for Climate and Economic Resilience (RESOURCE) program will be introducing regenerative agriculture practices, to reverse these negative feedback loops by improving the land and soil quality and increasing the availability of more productive land and livelihood opportunities for the community. The practice of regenerative agriculture will revitalize the soil and the environment by applying in situ composting, bio pores infiltration holes, mulching, and crop rotation, and supported with the use of technologies of soil sensors and microclimate sensors. And in turn, it will help address the threat the climate crisis has to the livelihoods of these communities.

Palu, Central Sulawesi

1. Program Coordinator (PC) – RESOURCE

General Position Summary

The Program Coordinator will make coordination with the MRED Program Coordinator to ensure that at least 100 smallholder farmers increase productivity and raise their incomes by 10% against baseline measures in the RESOURCE location (Sigi District). S/he will lead the program plan, implementation, and

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monitoring at Sigi district and collaborate with the district government agencies, private sectors, agriculture agencies, and women farmer groups/farmer groups.

This position will be based in Palu in Central Sulawesi with a regular visit to the field in the target villages where the environment is largely stable but the living conditions may be rudimentary.

Essential Job Responsibilities

- Together with MRED Program Manager and Program Coordinator, develop a working knowledge of the RESOURCE Program, and project progress, challenges, and accomplishments based on a review of project documents including RESOURCE Strategy, Operational Plan, quarterly reports, strategy documents, annual work plans for 1 Year, and project budgets.
- Build strong and collaborative relationships with project teams and assistants. Provide oversight, and direction, and ensure coordination of project teams to implement annual work plans and deliver high-impact results. Ensure that all activities are being executed, are fully budgeted, and are funded
- Developing in-depth knowledge and understanding of local-level issues, programs, and resources related to Climate Change Adaptation (CCA) and DRR, including the activities of local government agencies, private sector businesses, NGOs and community groups, other development programs, etc.
- Ensure the program will reach at least 70 women farmers (70% of total direct participants).
- Conduct needs assessment, GESI assessment, baseline, and endline based on Mercy Corps Indonesia standards.
- Ensure the data needed for program monitoring, evaluation, research, learning, and reporting are available.
- Develop monthly workplan, budget, and target and provide monthly progress against the target and workplan.
- Prepare a bi-weekly report on project progress, challenges, and recommendations.
- Provide technical support and mentoring to strengthen the business development of farmer group unions/farmer groups.
- Build a relationship with market actors along horticulture value chains, district government agencies, and local universities to ensure that farmers will have better access to agriculture input, financial services, advisory services, output market, regenerative agriculture and climate-smart agriculture.
- Facilitate team planning and assessment meetings to assure sound integration across work streams and achieve cross-learning.
- Identify key programmatic and management issues, engage with the Management Team and senior staff, and develop sound responses and positions.
- Manage the flow of information and communications with the MRED team including project reporting, communications materials, branding, and success stories, monitoring, and evaluation.
- Interact with all relevant stakeholders, with emphasis on major government partner institutions.
- Provide collaboration supervision of local partners' activities implementation as per the agreement.
- Fulfill Mercy Corps' PM@MC 2.0

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Knowledge and Experience

- University degree in Economics, Business, Social Studies, Agriculture, or related fields;
- 3-4+ years of Agri-based community development experience, preferably with a focus on agribusiness development.
- Experience working with farmer groups/farmer groups unions and government agriculture extension workers, conducting economic research, assessments, and surveys.
- Experience in conducting training to farmers on good agriculture and post-harvest practices (the resources and content of the training will be provided by Mercy Corps)
- Experience working with local government agencies (particularly Agriculture Agency and Sub-district Agriculture Extension Office) and private sectors.
- Experience with digital tools, particularly with agriculture advisory, soil, and irrigation tools would be an advantage.
- Strong written and oral communication skills in English required, including report development, writing, and editing.
- Have experience managing budgets.
- Considerable experience in developing and implementing strategic and tactical plans.
- Strong analytic and excellent writing skills
- Ability to work with diverse groups.
- Experience using digital data collection tools for monitoring the progress of farmers' beneficiaries.
- Computers skills with strong familiarity with Microsoft Word, Excel, and PowerPoint.

2. Field Officer (FO) – RESOURCE

General Position Summary

The Field Officer will be responsible for directly working with the communities in the project location areas for the implementation of the Regenerative Solution for Climate and Economic Resilience (RESOURCE) program will be introducing regenerative agriculture practices, to reverse these negative feedback loops by improving the land and soil quality and increasing the availability of more productive land and livelihood opportunities for the community, in close collaboration with the Agriculture Department and other stakeholders. The Field Officer will support Program Coordinator to make coordinate to ensure that at least 100 smallholder farmers increase productivity and raise their incomes by 10% against baseline measures in the RESOURCE location (Sigi District).

This position will be based in Palu in Central Sulawesi with a regular visit to the field in the target villages and sometimes have to stay at villages where the environment is largely stable but the living conditions may be rudimentary.

Essential Job Responsibilities

- Together with Program Coordinator, develop a working knowledge of the RESOURCE Program, and project progress, challenges, and accomplishments based on a review of project documents including RESOURCE Strategy, Operational Plan, quarterly reports, strategy documents, annual work plans for 1 Year, and project budgets.
- With guidance from the Program Coordinator, he/she will mobilize communities from Desa levels to meaningfully engage in the program.

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- Collaborate with the whole project team, and MRED team, 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 Program Coordinator on the related finding 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.
- Shares insights and perspectives based on observations and interactions with the community members, colleagues, and stakeholders.

Knowledge and Experience

- Minimum education Bachelor of Agriculture
- Degree in relevant subject matter or equivalent combination of education and experiences
- At least 2 years of working experience in Livelihood programs at the community level
- Training and workshop facilitation skills
- With guidance from the Program Coordinator, 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.
- Outstanding organizational skills and ability to prioritize tasks.

3. Monitoring, Evaluation, and Learning (MEL) Assistant – RESOURCE

General Position Summary

Under the leadership of the Program Coordinator, the Monitoring, Evaluation, and Learning (MEL) Assistant will base in Palu, Central Sulawesi, and responsible to support the development of the program's MEL and CARM system, including strategies and tools for measurement, a data management protocol, and evidence-based learning and decision making. The MEL Assistant will respond to implement and improve the program MEL and CARM in consultation with the Knowledge, Management Learning Officer and CARM Focal Point, and National MEL Coordinator. S/he will monitor program activities and indicator tracking in close collaboration with the other team members, collecting lessons learned as well as supporting the development of narrative progress and evaluative reports for the project.

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This position will be based in Palu in Central Sulawesi with regular visits to the field in the target villages where the environment is largely stable, but the living conditions may be rudimentary.

Essential Job Responsibilities

Collaborate closely with the Knowledge, Management Learning Officer, and CARM Focal Point of MRED Program and consult with the National MEL Coordinator and National CARM Focal point in developing and establishing Monitoring, Evaluation, and Learning systems that serve the needs of the program, including:

- Periodically update M&E Plan and result chain informed by routine M&E data collection, research findings
- Develop data collection tools and protocols and oversee data collection events, including data collected through mobile applications.
- Design analysis protocols and conduct analysis to monitor program progress and measure program impact. This includes linking analyzed data to both internal and web-hosted dashboards that visualize program progress.
- Together with country M&E lead, to design and conduct the baseline, and end-line survey, Impact Evaluation of the project.
- Support the development and refinement of the MEL Plan including Result Framework, Logical Framework, Indicator Plan, and Program Participants tracking plan; And implementation of the MEL Plan for program activities, outputs, and outcomes, including appropriate methodologies and data collection frequency.
- Manage program data and files in accordance with the MCI standard filing structure in the Synology storage platform or MCI Data Center.
- Lead and support the program's reporting requirements, including weekly, monthly, quarterly, and annual reports as well as evaluation design and implementation.
- Support the development and activation of program CARM, including socializing CARM channels to program participants, maintaining and monitoring program CARM channels under coordination with the National CARM focal point, and developing an updated report of program CARM.
- Represent Mercy Corps Indonesia (MCI) and the program, and build positive, fruitful relationships when engaging with the program's stakeholders and beneficiaries, including farmer business groups, government officials, private sector actors, donor officials, media, etc. Conduct himself/herself both professionally and personally in such a manner as to bring credibility to MCI without jeopardizing its humanitarian/development mission.
- Contribute to monthly, quarterly or annual reports, as required .

Knowledge and Experience

- Bachelor's Degree in Mathematics, Statistics, or another relevant field.
- Minimum 2 years' experience working in monitoring and evaluation, especially for agriculture program.
- Familiar with research methodologies or have experience in project research.
- Have experience conducting baseline-end-line surveys or disaster impact assessments.
- Have experience in writing MEL Report
- Proven experience Working with open data kit tools for data collection.
- Cultural sensitivity and being able to work effectively with a wide range of people at the community level.
- Demonstrated, and developed facilitation and engagement skills.

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- Knowledge of agriculture will be an advantage.
- Computer literate: excellent skills in MS Office, especially MS Excel in particular, and Internet navigation are required.

Ongoing Learning

In support of our belief that learning organizations are more effective, efficient, and relevant to the communities we serve, we empower all team members to dedicate 5% of their time to learning activities that further their personal and/or professional growth and development.

Diversity, Equity & Inclusion

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives. We recognize that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive than we are today.

Equal Employment Opportunity

Mercy Corps Indonesia is an equal opportunity employer that does not tolerate discrimination on any basis. We actively seek out diverse backgrounds, perspectives, and skills so that we can be collectively stronger and have sustained global impact. We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

Safeguarding & Ethics

Mercy Corps Indonesia 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. 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.

Accountability to Participants and Stakeholders

Mercy Corps Indonesia 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.

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How to Apply

Please send your **CV** and a **cover letter** that specifically addresses how you will handle this job responsibilities, together with the form on this [link](#) with the subject: “**RESOURCE_Position_Your Name**” to hrd@id.mercycorps.org .

The vacancy will be closed on **19 May 2023** and only shortlisted candidates will be contacted for interview. We look forward to hearing from those who are interested in taking this opportunity to grow and develop with us.

Thank You,
Human Resources Department
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