ASRI Executive Director
Job Description

Title: Executive Director
Reports to: ASRI board
Status: Full time, Annual renewable contract
Location: Remote with frequent travel to sites in West Kalimantan and future new sites
Timeline: Start as soon as possible
Salary: IDR 40,000,000 - 45,000,000 / month + BPJS, Annual Religious Day Allowance (THR).
Deadline: Rolling recruitment until the right person is found.

ABOUT ASRI

ASRI seeks an experienced and passionate leader to accelerate its growth and meet the urgency of the climate and nature crises.

ASRI has a unique and disruptive, 15-year-old, scientifically proven, and scalable solution that can make Indonesia a leader in the world’s efforts to cool the planet. ASRI is an award-winning Indonesian planetary health nonprofit reversing the deforestation of tropical rainforests to curb the climate crisis and nature’s collapse. ASRI does this by investing in the climate-critical expertise of Indigenous, traditional, and local communities living in and around Indonesia’s tropical rainforests: because they are the true experts in knowing how to protect and expand rainforests, thereby cooling our planet.

The remarkable 10-year impact of collaboration between the National government, local government, and ASRI’s pioneering approach surrounding the area of Gunung Palung National Park was published in the Proceedings of the National Academy of Sciences, USA (Jones et al, PNAS, 2020). In summary, between 2007-2017, ASRI’s investment into community-designed solutions designed through Radical Listening has contributed to the reduction of the number of households reliant on logging for their livelihood by 90% and allowed 21,000 hectares of secondary forest to regrow (meaning critical habitat expansion for biodiversity and for the thriving of some 2,500 critically endangered Bornean Orangutans which live in this forest).

There were also extraordinary health benefits to the community of 120,000 people in ASRI’s clinic’s catchment area, including a 67% reduction in infant mortality and significant declines over time in diagnosed cases of malaria, TB, neglected tropical diseases, and diabetes. These results gave ASRI the confidence to expand the use of its Radical listening approach beside communities near Bukit Baka Bukit Raya National Park (since 2018) and Papua (assessments underway).
ASRI, now 15 years old, has grown significantly: more than doubling its income and expense profiles since 2017 ($1M annual budget) and growing its workforce by 50% since 2017 (around 100 staff).

POSITION OVERVIEW

ASRI is beginning the process of developing a national-level staff structure in order to scale our innovative and successful planetary health model across Indonesia. The Executive Director will be responsible for providing strategic leadership and will work with the Board of Directors and the Executive Management Team to establish long-range goals, strategies, plans, and policies. The Executive Director will play a critical role in partnering with the Ministry of Health in its interest in exploring scaling the ASRI methodology across Indonesia. This will involve strategic direction development along with the Ministry and making sure that pilot sites are project managed. This is a tremendous opportunity to maximize and strengthen the internal capacity of a well-respected, high-impact organization that is expanding rapidly. This position is an ideal challenge for an ambitious, experienced Program Director who wants to have a major impact on planetary health.

RESPONSIBILITIES

The core responsibilities for this position:

- Provide leadership, direction, and management to the overall function of the organization, ensuring that the departments are properly structured, staffed, trained, developed, motivated, and compensated.
- Design, propose, and develop a national annual growth plan in line with the ASRI strategic plan. This includes developing and proposing future HR matrix evolution.
- Motivate and lead a high-performance management team in collaboration with the HR Director, attracting, recruiting, and retaining required members of the executive team not currently in place.
- Collaborate with the Executive Management Team and the Kalimantan Director to develop and implement plans for the operational infrastructure of systems, processes, and personnel designed to accommodate the growth objectives of the organization.
- Closely collaborate with representatives of the Indonesian Ministry of Health in developing pilot sites for a national program to test whether the ASRI model could scale through the Indonesian government on a national level.
- Foster a success-oriented, accountable environment within the organization.
- Coordinate with research partner organizations and the Ministry of Health to oversee monitoring & evaluation and strategic research activities in collaboration with the Research & Data Manager.
- Conduct, maintain, and develop a comprehensive in-country stakeholder mapping of actors already involved in health, conservation, and disaster response. Identify forums where ASRI has the opportunity to influence other stakeholders in a progressive planetary health approach to their activities.
- Represent and advocate for ASRI activities with regional, national, and international authorities. Attend official events, including donor, government, and academic forums.
- Refine security protocols, maintain and be accountable for security and critical incident management.
Essential Requirements

- Professional Degree in a health-related field, conservation, or management.
- Three years of progressive experience as a non-profit CEO/leader or five or more years of experience as a Deputy Country Director or Chief Operating Officer managing one or more major functions (e.g., operations, business development, etc.)
- Indonesian national. Bilingual – Bahasa / English.
- Ability to travel to ASRI sites and spend long periods of time in program locations.
- Interpersonal, persuasion, and negotiation skills to deal with internal and external business relations.
- Strong proven management skills to successfully perform the planning, directing, reporting, and administrative responsibilities of this position. Involves staff in planning, decision-making, facilitating, and process improvement; available to staff; provides regular performance feedback; and encourages growth
- Analytical Skills: Synthesize complex information or information coming from diverse sources.
- Problem-Solving: Identify and resolve problems in a timely manner
- Communication skills: Speak clearly and persuasively in positive or negative situations, demonstrate group presentation skills, and conduct productive meetings.
- Delegate work assignments, give authority to work independently, set expectations, and monitor delegated activities
- Leadership: Inspire and motivate others to perform well and accept feedback from others.
- Quality Management: Maintain compliance with legal and regulatory aspects.
- Planning and Organization: Prioritize and plan work activities, use time efficiently, and develop realistic action plans.
- Highest level and proven integrity and work ethic.
- Ability to work on tight and rapidly changing deadlines.
- Experience in working with the Indonesian Government Ministries.

SUBMISSION PROCESS
Please submit a CV or resume and a cover letter describing your interest in this position to: hrd@alamsehatlestari.org. Recruitment will be managed on a rolling basis, and if you are eligible for this position, you will be called for an interview immediately. Documents may be submitted in either English or Bahasa Indonesia.