

Reforest Borneo Today!

Fairventures is looking for an **Forestry Coordinator**

About Fairventures Worldwide (FVW)

Fairventures Worldwide (FVW) is a German-based international development organization that drives forest landscape restoration. We partner with communities to develop and test site-specific solutions, ranging from reforestation with fast-growing tree species to non-timber forest products and agroforestry. We aim to restore ecosystems and create livelihood opportunities for local communities on the ground, while contributing to the mitigation of the climate crisis and creating added value along the entire value chain.

Fairventures Worldwide (FVW) Forestry Coordinator

FVW is searching for a Forestry Coordinator to oversee smallholder forestry projects in Central Kalimantan. FVW works to help farmers reforest degraded land with fast-growing tropical sengon and other lightwoods. FVW works with farmer groups through the Farmer Field School method and promotes agroforestry and biodiversity on smallholder farms and social forestry concessions. This position will report to the FVW Country Director.

Year 1: Coordinator

The Forestry Coordinator will begin in year 1 by coordinating different teams in a tree-planting work plan. He/ she will coordinate the work of the production team (producing and delivering seedlings), the training team (training farmers) and the outreach team (recruiting farmers and managing government relationships). The Forestry Coordinator will track progress according to a work plan and will bridge the teams to successfully meet planting targets. The Forestry Coordinator will work in a team with other Project Managers to blend planting season activities with other programs run by FVW.

Year 2: Season Planning and Coordination

Depending on the success of year 1, the Forestry Coordinator will take a leading role in the development of the planting plan for season 2024-2025. He/ she will facilitate the process of analyzing season 2023-2024, outlining targets and goals and building a plan with the support of senior management to reach this plan.

Year 3: Season Manager

Pending evaluation, the Forestry Coordinator will be promoted to the role of Forestry Manager and will be responsible for heading the Forestry Unit and supervising the production team, the training team and the outreach team.

Candidates for the position will be ranked on experience and education that demonstrate they have the following skills. This list outlines the perfect candidate. FVW encourages candidates to apply if they meet some of these requirements and feel they can commit to learning and grow into the position.

Skill	Acceptable Candidates	Additional skills of an excellent candidate
Forestry Expertise	He/she will use expert forestry knowledge to guide projects with smallholder farmers and test fields in best practice tropical agroforestry.	He/she will revise the FVW forestry curriculum and strengthen: <ul style="list-style-type: none"> • The post harvest component • Organic solutions component • Intercropping options
Project Management	He/she will receive a project design document with objectives, deliverables, RACI, calendar and budget. From this project document, he/she will monitor the progress of the production team, the training team and the outreach team.	He/she will promote intercropping in the smallholder curriculum. He/she has experience with tropical commodities intercropped with fast-growing lightwood timber and/ or grown independently on mid-sized plantations, with the participation of local communities.
Farmer Field School	He/she will schedule training to allow for on-time planting and will evaluate the success of the training teams in terms of farmer knowledge transfer.	He/she will evaluate the existing FVW smallholder FFS curriculum and revise.
Logistics Planning	He/she will plan team movements, fleet coordination and communication for a team of up to 10 project officers and assistants.	He/she will make movement plans 3-4 months in advance, coordinated with other Project Managers to share resources.
Procurement Plan	He/she will make a procurement plan and issue Purchase Requests/ Purchase Orders with detailed specifications.	He/she will evaluate bid analysis and the vendor list to expand the shopping potential of FVW procurement.
Farmer Monitoring	He/she will schedule past and new farmers for complete year-round outreach.	He/she will design monitoring plans for all farmers in FVW programs.
Harvesting Plan	He/she will work with the production team and provide data and farmers for a small holder harvesting plan.	He/she will coordinate logistics and harvesting efforts for smallholder harvesting and processing efforts.

Data Management	He/she will be able to collect data via the TREEO app in an organized and structured process and will comply with all FVW data collection regulations.	
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Skills and background of qualified candidates:

Background	Acceptable Candidates	Excellent Candidates
Bahasa	Indonesian national with native-level Bahasa Indonesia and cultural fluency	Dayak language skills
English	Spoken English at a level that allows meeting participation	Professional level English: Spoken and written
Education	Masters in Tropical Ecology, Tropical Forestry, Environmental Field Studies or Field Ecology/Botany. A Masters in Silviculture for Plantation Management could also be considered. Bachelors of Forestry will also be considered.	
Training	Experience training farmer groups or others in GAP	TOT Master Trainer Expert in FFS methodology
Forestry Experience	Silviculture cruising, mapping and/ or harvest experience	Experience harvesting tropical timber
Project Management	Field project management experience in a remote area based on agroforestry or agriculture projects	Experience over 3 years Experience managing programs using Farmer Field School methodology
Data Analysis	Data analysis and data management skills	Documented experience collecting and managing large data sets
GIS	Working knowledge and capacity and interest to learn GIS mapping and analysis for field data collection (1-3 years)	ESRI GIS ArcMap or ArcPro Licence Understanding of ESRI AGOL mapping tools (StoryMaps, Collector, Dashboards)

Planning Experience	Proven work experience showing ability to plan complex activities, coordinate logistics and address contingencies and emergencies in implementation.	
Computer literacy	Strong level MSWord, Powerpoint and Excel	Experience with Google Workspace GWS

Additional Traits of a Member of the Fairventures Team:

We are looking to hire a new member of our team. In addition to technical skills, we are looking for someone who thinks and works like us. FVW will put value on the following traits in the application and recruiting process:

- **Innovation:** We are looking for someone who studies the newest trends, analyzes local wisdom and practice, looks for innovations and is open to new ideas.
- **Grounding in Hands-on Forestry and Agriculture:** We are looking for someone who is willing and able to prepare substrate, water plants, prune trees, deal with pests and lead other workers by example. We get our hands dirty and there are no office-only jobs.
- **Coaching and Mentoring:** We are looking for a leader who coaches and teaches every moment. We believe in coaching across Fairventures and we are looking for a Project Coordinator who will help all of his/her colleagues grow and develop.
- **Believer in Gender Equality:** FVW promotes and supports women to develop and grow. All of our team members believe in gender equality and do not tolerate discriminatory behavior.
- **Respectful of Communities:** We are looking for someone who has respect for and ability to work with and empower local communities. We want to build on local wisdom and encourage our partners through all interactions.
- **Highly Computer Literate:** We need a leader who is highly computer literate and has the ability and willingness to immediately apply their skills to the Google Suite of applications. We are moving toward being fully cloud-based.
- **Constructive Communicator:** We are looking for someone who can work constructively with supervisors and with teammates. We are looking for someone who actively promotes cooperation and open communication.
- **Regulation Enactor:** We are looking for someone who will study and internalize FVW regulations and policies and then enact them. FVW asks its team members to actively discuss and debate new regulations and once they have been ratified to use them consistently in the field and to help FVW make sure that they are understood and used by the wider organization.
- **Multi-Stakeholder Manager:** We are looking for someone who is able to manage the needs of multiple levels of stakeholders and set priorities for himself/ herself.

Details of Assignment

- Assignment to begin immediately (as soon as possible).

- Assignment 6 months in Palangka Raya, Central Kalimantan/ 6 months in farmer locations.
- Salary terms and benefits will be based on the qualifications of the selected candidate.
- Ability to interact supportively in a multicultural team with empathy and respect is required.

Next Steps

Qualified candidates should send an updated and professional CV in English or Bahasa. Please edit your CV to allow Fairventures to determine your ability to meet the job demands outlined in this document. Our ability to understand your experience and accomplishments, based only on your CV will determine if you are shortlisted for a position. Make sure to include your full contact information on the CV. This position will close as soon as a qualified candidate has been contracted. Thank you for your time and your interest in joining the Fairventures team.

Email to: careers.indonesia@fairventures.org

Date opening: 25 July 2023