



POSITION ANNOUNCEMENT AT LESTARI CAPITAL

POSITION: *CHIEF OPERATING AND FINANCIAL OFFICER*

Duty Station: Bali, Jakarta or Singapore

OUR COMPANY

Established in 2017, Lestari Capital is a start-up environmental enterprise, built to protect the world's natural assets through a commercially viable business model. We accomplish this by mobilizing new finance for initiatives that protect and rehabilitate important natural landscapes around the world. The Indonesian word "Lestari" means sustainable, or everlasting, signifying our commitment to developing long-term sources of finance for high quality conservation and restoration initiatives.

As the global commodity, transportation and energy sectors begin to respond to evolving market requirements, Lestari Capital works in parallel with the same forces driving supply-chain transformation to generate financing for conservation. Lestari Capital supports multi-stakeholder sustainability standards by providing credible, transparent and efficient ways for the private sector to meet and surpass sustainability commitments, certifications and import requirements. We are using this approach in Southeast Asia, demonstrating how the cost of environmental impact can be built into the cost of commodity production.

Lestari Capital's impact model addresses a critical need for long-term operating capital for Projects run by local communities, conservation non-profits and environmental services companies. Lestari Capital aims to strengthen Southeast Asia's emerging ecosystem services marketplace, by connecting demand for on-the-ground conservation efforts among commodity producers/buyers with Projects that are protecting or restoring forests where these companies operate, to protect at-risk areas.

At the center of Lestari's approach is the Sustainable Commodities Conservation Mechanism (SCCM), which finances Projects for a minimum of 25 years. The SCCM provides independent fiduciary oversight that ties payments to results on the ground, ensuring benefits to local communities, global climate and biodiversity. Funds are managed through a financial vehicle domiciled in Singapore that delivers payments through a custodian bank.

Lestari Capital's diverse Project portfolio includes internationally certified initiatives on the forefront of tropical conservation, ecosystem restoration and community forestry. Our company specializes in selecting, vetting and financing certified conservation, restoration and community-forest Projects that protect forests, peatlands and biodiversity. This includes working with members of the Roundtable on



Sustainable Palm Oil (RSPO) and those with “Zero Deforestation” pledges. Efforts are also underway to expand to additional commodity sectors, as our company supports emerging sustainability trends through a credible and transparent conservation finance platform.

Lestari Capital is supported by a diverse group of public-private partnerships and brings actors from the commodities and finance sectors together with conservation initiatives and funders. Our portfolio prioritizes support for Project models that can eventually support jurisdictional and national climate targets.

POSITION OVERVIEW

The position of Chief Operating and Financial Officer (COFO) is highly contextual and multidimensional. The COFO is in charge of making sure that the business and its products are running as smoothly, cost-effectively and efficiently as possible. It is a central organizing and process-oriented leadership role in the company that works with all departments and divisions within the company to help them define process, coordinate and work towards shared business goals. The role thus defines the on-going, long-term, repetitive service outputs of the business, and is responsible for monitoring and iteratively improving those systems over time.

The COFO is one of the top decision-making roles in the company. It combines fiduciary, strategic and process-focused skillsets to ensure that the company and its business lines are operating efficiently, have clearly defined procedures and policies, is operating within its financial limits and is on-track to meet performance targets. The COFO oversees the financial strategy/wellbeing of the company as well as its operational management. As such, the role will directly manage junior financial, administrative and other support staff under him/her. The COFO works in lock-step with the CEO, keeping him/her up to date on company financial position and progress towards company development targets. In many ways the COFO is a mirror compliment to the CEO in that while the CEO is a “heads up” role to understand and anticipate success and value creation for the company in the future, the COFO is a “heads down” role focused on the operational details necessary for success today. By these two positions working together closely, the CEO is able to understand today’s reality while the COFO is able to anticipate plans for the future.

The role requires exceptional skills in being able to co-conceptualize finance and operating process simultaneously. He/she is capable of wearing multiple different hats, these include: **Problem Solving**, by identifying and addressing operating problems and opportunities; **Fiscal Management and Strategy**, managing the budgeting, planning reporting and auditing of the company’s financial needs; **System Design**, in developing standard operational policies and procedures for the company; and **Operations**



Management Duties, which oversee and manage the long-term operating policies and processes of the company.

As a practical matter, given the above responsibilities, the COFO is responsible for working alongside C-Level staff during the development of new business lines, define processes from “from zero-to-1”, and then provide standard operating processes in the form of a “customer experience” which can be staffed by employees and managed.

POSITION RESPONSIBILITIES

1. Leadership

- Direct financial management and strategy of the company.
- Direct operations, HR, and accounting, and partner with the C-Level BD team on sales management to budget for sufficient capital to achieve growth targets over the near and long term,
- Collaborate with the C-Level team in setting and driving organizational vision, operational strategy, and hiring needs
- Build strong relationships with other members of the Executive Committee and leadership team.
- Provide strategic recommendations to the CEO and members of the Executive Committee.
- Provide access to networks, both legal and corporate as avenues for business development in sectors of strategic importance.

2. Financial Management Duties (The Financial “Where We’ve Been”)

- Monitor performance with tracking and establish corrective measures as needed, and prepare detailed reports, both current and forecasting
- Direct finance and accounting teams.
- Ensure timely preparation, presentation and reporting of accurate historical financial information of the company, including a quarterly balance sheet for the company,
- Ensure accounting teams are implementing effective internal controls are defined and are in compliance with GAAP and applicable regulatory legislation for financial and tax reporting

3. Treasury Duties (The Financial “Where We Are”)

- Manage finance and accounting teams to ensure that GAAP has been implemented,
- Monitor and manage cash balances and cash forecasts,
- Monthly reporting on the company's present financial condition,
- Review and oversee all transaction and processing systems (internal and external).

4. Financial Strategy Duties (The Financial “Where are We Going”)

- Direct junior financial analyst and work with C-Level team to model, evaluate and plan the company’s financial future. The COFO must be able to identify and report what areas of a company are most financially efficient and where optimization can occur.
- Ensure that the economic and operating strategy of the company is sound, minimal and efficient.
- Work directly with the CEO, legal counsel and other C-Level members in regard to legal vehicle structuring.
- Understand and learn from other executive members about new business opportunities and offer input and guidance from both a business and legal perspective. Provide feedback on the impact and profitability of new business lines on the overall company by evaluating costs, returns and operating options.
- Develop performance measures and monitoring systems that support the company's strategic direction

5. Operations Management

- Oversee operations of the company.
- Design and implement business operations strategies, plans, and procedures.
- Analyze internal operations and identify areas of process enhancement
- Translate strategy into actionable goals for performance and growth helping to implement organization-wide goal setting, performance management, and annual operating planning
- Oversee employee productivity and satisfaction, building a highly inclusive culture ensuring team members thrive and organizational outcomes are met,
- Establish policies that promote company vision and culture.
- Oversee the work of executives from various departments (IT, Sales, Finance, Marketing).
- Set performance and growth goals.
- Assist CEO with fundraising.
- Manage junior financial staff producing financial projections.
- Collaborate with the CEO on long-term plans for company growth.
- Act as a mentor to all employees.
- Motivate staff to meet organizational goals.
- Control company costs.
- Monitor invoices, accounting, bank processes, and money-handling procedures.
- Prepare financial performance reports.

REQUIREMENTS

Education and Experience

- Master’s degree in business, corporate finance, finance, economics with significant relevant experience.

- 5-10 years of experience in both startup and large corporate settings considered a premium.

Personality

- Leadership skills, with steadfast resolve and professional and personal integrity,
- A solid grasp of data analysis and performance metrics
- Be able to diagnose problems quickly and have foresight into potential issues
- An experienced professional in mid to late career who is passionate about and driven by the application of his/her skills to the purpose, mission and impact that his/her work is having on the world.
- A pro-active personality who brings a spirit of enthusiasm, self-motivation and inspirational positivity to the workplace and is not discouraged by temporary lack of clarity, systems and procedures. A person who thrives from the challenge of building and creating a well-oiled machine will thrive in our family.
- Able and willing to embrace the challenge of trying to solve problems based on new and not fully understood inter-disciplinary business models.
- Embraces the role of being both learner and teacher of your colleagues.
- Willing to own, be responsible for and proactively lead tasks that are both above and below his/her skill level until additional staff are appointed to support. The company is new and even the executive leadership is required to undertake basic operating tasks.
- Good personal organizational and priority setting skills, with the ability to work effectively under time pressure and manage multiple priorities.
- Capable of working independently as well as being an effective team player, with initiative and creativity.
- Good interpersonal and communication skills, with the ability to effectively interact with people in a multi-disciplinary and multi-cultural environment.
- Values the sharing of information and continuous improvement in a cooperative atmosphere of constructive evaluation and learning.

WORK CONDITION

The position is a full-time role. The employee is expected to maintain regular working hours, where he/she is either present in the Lestari Capital office, working remotely with online availability through phone/email or team messaging services such as WhatsApp. Off-site work is permissible for periods of time provided it is well coordinated with the team. The COFO is responsible for the management of the finance team in Singapore and so is expected to keep regular commuting hours in order to maintain efficient teamwork and morale, however Lestari Capital does not enforce strict arrival times. Further, Lestari strongly supports staff to also manage a healthy work/life balance, including respecting weekends and working hours after 5:30pm except in situations of extreme importance.



TO APPLY

The salary will be commensurate with qualifications and experience.

Applicants should apply by sending a cover letter and CV to: Mr. Gabriel Eickhoff, Chief Executive Officer, jobs@lestaricapital.com

The job description can also be found here: <http://lestaricapital.com/jobs/>

Important: Please include your name and “**COFO**” in the subject line of the email and in the titles of all attachments (please use the format: Name_CV, Name_CoverLetter). In cover letter please include this summary table:

Position Title	
Surname	
First Name	
Degree type (BA, MS)	
Degree field	
Graduation Date	
Years of work experience	
Technical area	
Software expertise	
Language fluency	
Nationality/Residency	
Availability	