

# Biodiversity Outcomes Manager

November 2025



# Lestari Capital – Position Description:

## Biodiversity Outcomes Manager

### Duty Station

Indonesia – Jakarta or Bali preferred

### Contract Period

Duration: 1 year. Preferred FTE; part time work arrangement possible – (minimum 3 days a week).  
Contract renewable in second year and possible conversion to permanent in third year.

### Our Company

Founded in 2017, Lestari Capital is a pioneering natural capital asset management company dedicated to mobilizing finance for the protection and restoration of biodiversity-rich ecosystems. Inspired by the Indonesian word *Lestari*—meaning sustainable or everlasting—we are shaping the future of nature-based finance in Southeast Asia and beyond.

At Lestari, we bridge the gap between corporate sustainability commitments and on-the-ground conservation efforts, ensuring long-term funding for high-quality, community-led initiatives. Our projects go beyond ecosystem restoration—they support rural communities, improve local livelihoods, and promote sustainable land-use practices. With 40 staff, 20 active projects, and more than 25-year commitments from major global companies, we are strengthening the emerging ecosystem services marketplace by aligning corporate investments with impactful conservation and reforestation projects.

Our flagship initiative, [The Rimba Collective](#), is redefining corporate sustainability by linking agricultural sourcing to measurable impact in biodiversity conservation, forest restoration, and improved livelihoods for forest-dependent communities. With 17 active projects across Indonesia and plans to expand into Malaysia and the Philippines, we have already committed over 310,000 hectares to conservation and restoration, with ambitious plans to scale further.

Our multi-disciplinary team combines expertise in finance, law, corporate sustainability, and technical solutions, all guided by a project-first approach rooted in conservation and community empowerment.

If you are passionate about nature-based solutions and making a tangible impact on both ecosystems and communities, we want to hear from you!

### Position Overview

The Manager, Biodiversity Outcomes, will play a pivotal role in supporting Project Operators (PO) in the design and



delivery of high-quality biodiversity outcomes across the Rimba Collective portfolio. This position will help to align conservation and restoration project outcomes with rigorous standards for ecological impact, long-term sustainability and international certification standards. The successful candidate will provide technical leadership and field support to project teams, helping to integrate best practices in biodiversity monitoring, adaptive management, and restoration science.

Working closely with project operators and local partners, the Manager Biodiversity Outcomes will support and review the implementation of biodiversity management plans, ensure compliance with international standards (such as Verra CCB), and support the development and review of biodiversity, conservation and restoration strategies and project documentation. This role requires a strong understanding of nature-based solutions, landscape-scale restoration, and the complexities of field operations in Southeast Asia, whilst also supporting the Technical Due Diligence & Assurance team to achieve our core KPI's and values.

The Manager, Biodiversity Outcomes, is a champion for nature-based solutions and community-led conservation, committed to advancing the Rimba Collective's vision of protecting and restoring biodiversity-rich ecosystems while supporting forest-dependent communities. This role is ideal for a passionate ecologist who thrives in dynamic, multi-disciplinary environments and is dedicated to supporting positive outcomes for nature.

## Position Responsibilities

- Undertaking quality assurance, training and support for biodiversity and nature-related monitoring, evaluation, and learning (MEL) indicators across all projects.
- Reviewing project documentation for alignment with biodiversity, restoration, and conservation best practices and adherence to international certification standards.
- Supporting the integration and reporting of SMART (Spatial Monitoring and Reporting Tool) patrols and biodiversity monitoring systems.
- Support the integration and reporting of ecosystem condition via FIAT (forest integrity assessment tool) across the portfolio.
- Providing technical assistance for the development and review of biodiversity, conservation, and restoration plans.
- Facilitating nature related capacity building and knowledge sharing among internal and external project teams and stakeholders.
- Supporting robust nature related data collection, reporting, and adaptive management to drive continual improvement in biodiversity outcomes.
- Representing Lestari Capital and the Rimba Collective in field engagements, stakeholder meetings, and communications.

## Personal Attributes and Competencies

### Essential Skills

- Demonstrated understanding of biodiversity conservation principles, ecological systems, and restoration science.
- Experience developing and implementing biodiversity management plans, monitoring programs, and adaptive management strategies.



- Proficiency in biodiversity monitoring techniques, including SMART patrols, camera trapping, ecological surveys, and data analysis.
- Familiarity with international standards and frameworks (e.g., Verra CCB, TNFD, SBTN, EU CSRD/CSDDD) for biodiversity, conservation, and restoration projects.
- Strong project management skills, including planning, risk assessment and reporting.
- Experience in the facilitation of training, capacity building, and knowledge sharing among diverse teams and stakeholders.
- Excellent communication and interpersonal skills for stakeholder engagement, partnership building, and field representation.
- Experience working in Southeast Asia or similar landscapes, with an understanding of local contexts and community engagement.

## Qualifications:

- Advanced degree (Master's or higher preferred) in ecology, conservation biology, environmental science, or a related field.
- Minimum 5 years' experience in biodiversity management, ecological restoration, or conservation project delivery, ideally in Southeast Asia.
- Demonstrated experience in strategic planning, monitoring, evaluation, and learning (MEL) for nature-based solutions.
- Proven track record of technical leadership and successful multidisciplinary collaboration.
- Experience with regulatory and voluntary reporting frameworks for biodiversity and ecosystem services.

## Desirable Skills and Experience

- Familiarity and use in the application of Geographic Information Systems (GIS) and spatial analysis tools is highly desirable.
- Familiarity with the use and implementation of the FIA tool.
- Commitment to diversity, inclusion, and community empowerment in conservation work.
- Knowledge of nature finance mechanisms is highly desirable.
- Fluent in both English and Indonesian
- Strong collaborator and team player
- Critical thinker that shows initiative
- Demonstrated problem solving skills

## Why Join Us?

This role offers an exciting opportunity to improve the execution and quality of forest conservation projects in Southeast Asia, ensuring achievement of forest conservation, climate and community impacts while adhering to internationally recognized conservation standards. If you have strong risk management and project management skills and experience, and a passion for nature-based solutions, we encourage you to apply.

## To Apply

Interested candidates are invited to submit their resume and cover letter to: [jobs@lestaricapital.com](mailto:jobs@lestaricapital.com). Please include “Biodiversity Outcomes Manager” in the email subject line.

We are dedicated to promoting diversity and inclusion in our workplace and encourage individuals from all backgrounds to apply. If you are a dedicated and passionate sustainability specialist looking to make a meaningful impact on the conservation of our planet’s natural heritage, we invite you to join our team!

**Application deadline:** 15 December 2025