

# Director of Fashion Sector Initiatives

Position Description  
March 2025



# Lestari Capital – Position Description:

## Director of Fashion Sector Initiatives

### Duty Station

Europe

### Contract Period

Fulltime, 1 year with potential for annual renewal

### 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 transforming corporate sustainability by linking agricultural purchases to tangible impact for biodiversity conservation and restoration, and for the livelihoods of forest-dependent communities. With 20 projects across Indonesia and plans to expand into Malaysia and the Philippines, we have already committed over 250,000 hectares to conservation and restoration.

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

We are seeking a highly motivated and experienced senior candidate to join our team and play a key role in our organization's efforts to finance and scale up nature conservation, restoration and climate change mitigation while delivering corporate sustainability commitments. The position will lead the adaptation of Lestari Capital's [Rimba Collective](#), which has been successfully deployed in the palm oil sector with leading consumer goods manufacturers, to the fashion sector. We are looking for a candidate with demonstrated expertise in programme management of complex initiatives, thought leadership, and independent thinking.

In the first 6 months, the candidate will be tasked with leading the concept development, engagement with the sector, development of the business case for nature conservation and restoration finance, project pipeline scoping and development, and on-boarding of front-runner companies. The position holder must cherish working in an evolving market with many unknowns; they will have to translate big ideas into functional innovative and creative solutions; they will have to take leadership in inspiring and securing corporate buy-in; and they will be motivated by complex challenges.

The position will evolve from concept development (already in progress); to building of the new mechanism; to deploying and operationalizing it. This is a unique position therefore, allowing the holder to take innovative ideas and turn them into genuine conservation impact across Asia, Africa, and Latin America.

The role will be a key part of Lestari Capital's Business Development team and will report directly to the CEO.

## Position Responsibilities

As a senior Director, you will lead this high-impact programme of work, driving strategic vision from inception to completion. You will work with cross-functional teams, oversee stakeholder expectations, and ensure top-tier project governance. Your leadership, expertise in programme management, and independent thinking will be key to navigating challenges. While supported by the Lestari Capital teams on the technical aspects of the mechanism's development, your ability to manage a complex programme of work; lead independently and influence key decisions will be crucial to success.

Your key responsibilities include:

### 1. Initiative Leadership

- Manage and lead all aspects concept development and building; budget and consultant management; and internal team and external stakeholder coordination.

- Lead all outreach, client and partner relations, and public engagements for Lestari Capital’s work in this sector.
- Lead the business development of Lestari Capital’s work with the fashion sector and secure corporate clients, donors and partners.
- Establish an expertise of market-based demand for NBS/NCS and existing and emerging sustainability outcomes within the apparel sector.

## 2. Market Assessment and client base establishment

- Establish trusted networks, bring together leader companies, and secure interest to work in partnership to deliver NBS/NCS sustainability commitments.
- Develop a detailed business case for the demand driving NBS/NCS financing and the necessary outcomes. This will require an understanding of new standards and regulatory developments.
- Understand and apply knowledge of supply sheds and commodity sourcing to NBS solution development.
- Lead the conceptualization of models for the delivery of the sector’s sustainability commitments through NBS and NCS that aligns with sectoral strategies, stakeholder expectations, and the defined business case.
- Lead the development and presentation of the full proposal to potential partner companies.

## 3. Project Supply Assessment

- Evaluate emerging standards for their applicability to delivering sectoral strategies. Identify priority conservation project interventions required to fulfil corporate commitments.
- Lead relationship establishment, engagement, and assessment of project operators and land holders.
- Support project origination, screening, and evaluation of potential nature outcomes and cost requirements. Work closely with the legal team to undertake regulatory assessments as needed.
- Verify intervention design against reporting frameworks (e.g. SBTN) and existing initiatives

## 4. Concept Development

- Lead the initial Fashion Collective mechanism design, including initial definition of outcomes, priorities, legal and financial structures and governance, aligned with sector strategy.
- Support the identification of potential investment opportunities.

- Finalisation of proposal and securement of clients for development phase.

## Requirements

- A master's degree in sustainability, economics, finance or other related subjects.
- At least 10 years of relevant sustainability experience, ideally with field-level experience and within the fashion sector.
- Highly valued is an extensive existing network with apparel and fashion brand companies.
- Demonstrated understanding of market-based demand for nature, existing and emerging sustainability frameworks, and conservation standards.
- Demonstrated experience of translating corporate sustainability commitments into reality.
- Demonstrated experience of corporate partner engagement and on-boarding, as well as network establishment.
- Demonstrated experience of business case establishment and successful proposal writing.
- Fluency in English and excellent communication both oral and written.

## Personal Attributes and Competencies

- Strong networking and relationship building skills.
- Innovative thinker capable of working in emerging thematic areas with complexity and uncertainty. Focus on positive solutions and problem-solving.
- Excellent personal organizational and priority setting skills, with the ability to work effectively under time pressure and manage multiple priorities in a fast-paced environment.
- Capable of thinking critically and delivering with minimal supervision, demonstrating 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 continuous learning and improvement in a cooperative and entrepreneurial set up.

## Work Conditions

The candidate will be based ideally in Europe and have the flexibility to be able to commit to travel to meetings as and when necessary.

**Start date:** May 1, 2025

## What We Offer

- A stimulating work environment focused on innovation, impact, and tackling some of the most difficult and systemic challenges in nature conservation and climate mitigation.
- Learn from and work with a highly diverse, multi-disciplinary, and motivated professional team.
- Freedom to come up with new ideas and work closely with global corporate clients to develop them into viable solutions.
- Represent Lestari at high profile events and demonstrate personal leadership in the field of sustainability.
- Ability to not just design new innovations, but to also make them happen and gain genuine learning from implementation.
- Growth in both professional and personal capacity in a young, dynamic, and nimble company.
- A competitive salary and bonus structure aligned with the seniority of the post.

## How to Apply?

Interested candidates are invited to submit their resume and cover letter to: [jobs@lestaricapital.com](mailto:jobs@lestaricapital.com). Please include "Director of Fashion Sector Initiatives" 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:** April 4, 2025.

