

Head of Fashion Sector Initiatives

Position Description
January 2024



Lestari Capital – Position Description:

Head of Fashion Sector Initiatives

Duty Station

Asia (Bali or Singapore) or Europe

Contract Period

Fulltime, 1 year with potential for annual renewal

Our Company

Established in 2017, Lestari Capital is a conservation finance company, based in Southeast Asia, that develops innovative, nature-based products that enable companies to deliver on their sustainability objectives. 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.

Lestari Capital's impact model addresses a critical need for long-term operating capital for conservation and restoration projects run by local communities, non-profit organisations 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.

Position Overview

We are seeking a highly motivated and experienced candidate to join our team and play a key role in our organisation's efforts to finance and scale up nature conservation, restoration and climate change mitigation while delivering corporate sustainability commitments. The senior position will lead the adaptation of Lestari Capital's Rimba Collective (<https://rimbacollective.com/>), which has been successfully deployed in the palm oil sector with leading consumer goods manufacturers, to the fashion (specifically apparel) sector.

In the first year, 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 (initial 12 months); 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, potentially 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

The following are responsibilities for the concept development phase of work. These will evolve as the concept is established and demand secured.

1. Initiative Leadership

- Establish an expertise of market-based demand for NBS/NCS and existing and emerging sustainability outcomes within the apparel sector.
- Lead all outreach, client and partner relations, and public engagements for Lestari Capital's work in this sector.
- Manage and lead all aspects concept development and building; budget and consultant management; and internal team and external stakeholder coordination.
- Lead the business development of Lestari Capital's work with the fashion sector and secure corporate clients, donors and partners.

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 either in Asia or Europe and have the flexibility to be able to commit to travel to meetings as and when necessary. Ideal start date 1st March.

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.

To Apply

Interested candidates are invited to submit their resume and cover letter to: jobs@lestaricapital.com. Please include "Head 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: 15 February, 2024.