

Chief Operating Officer (COO)

Position Description

February 2024



Lestari Capital – Position Description: Chief Operating Officer (COO)

Duty Station

Indonesia, Singapore or remote in South-East Asia

Contract Period

Fulltime

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

This is a newly created position of Chief Operating Officer ("COO"). The COO will have a broad set of responsibilities with the over-arching objective of operational leadership and ensuring that the company's strategic objectives and initiatives are successfully delivered. They will introduce stronger processes, systems and policies within our fast-growing company, with the aim to ensure the reliable delivery of high-quality products and services to our clients, as well as creating a robust, de-risked and well-organised environment with conditions for our staff to thrive.



What makes this role unique is that it spans not only the internal support functions but also oversight of the core delivery of the environmental conservation and restoration outcomes. As such, it will appeal to individuals with a background or a strong interest in environmental conservation.

This role reports to and works in close collaboration with the Chief Executive Officer (CEO) and participates in the company's senior Executive Committee (ExCo). It is expected that the COO will work in partnership with the various parties who operate in currently decentralised geographies. The role has full oversight of the day to day administrative and operational functions of the business including budgets and financial admin, human resources and information technology. In addition, the COO will be accountable within the ExCo for the delivery of the environmental conservation outcomes from our Rimba Collective project portfolio.

It is expected that the COO will optimise and drive the evolution of the company by enhancing administrative processes and systems, policies and practices. It is imperative that the incumbent will be able to create a work environment that values diversity, equity, and inclusion, and promotes a human resource agenda that instils a strong performance culture alongside a delivery-oriented mindset.

Position Responsibilities

- Develop and implement operational strategies and processes that drive growth, improve productivity, and increase profitability; track performance against these.
- Oversight and accountability for the delivery on time and spec of the environmental conservation outcomes from our portfolio of projects.
- Deliver effective systems for annual planning, staff hiring and development, and effective data gathering and use across the company.
- Work with the Executive and Board to develop, implement, and track annual budgets.
- Oversee the implementation of the company's Business Plan, including oversight of product delivery. Support the development and implementation of the Strategic Plan.
- Provide staff with a strong and supportive day-to-day leadership presence. Foster cross-functional teamwork, communication, and accountability.
- Develop and implement improved HR and IT policies, processes and procedures
- Lead the staff performance review process: inspiring talented individuals and measuring and evaluating progress against targets
- Innovative and equitable problem solving, always considering, environmental, human, and community implications.

Requirements

- 15+ years of executive-level leadership in a relevant business
- Demonstrable success of senior leadership, driving innovative operational strategy, with an ability to move between strategic adviser and thought partner to the CEO and Executive team, and detailed operations.
- Successful track record of leading change management processes, both operational and cultural
- Ability to act as a key influencer in a complex, collaborative environment, actively engaged with peers, and teams with diverse perspectives and expertise.
- A demonstrable interest, and ideally experience, in environmental conservation and restoration work.
- Proven record of building diverse, equitable, and inclusive teams
- A strong affinity for the mission of the organization
- Advanced or professional degree
- Experience leading teams and delivering results in South-East Asia

Personal Attributes and Competencies

- A trusted leader; strategic and operational
- Excellent communication skills, with experience of working with different cultures and norms.
- Delivery focused, with a strong ability to work in the face of ambiguity and complexity.
- Drive and passion to pursue challenging goals aggressively whilst fostering a positive / collaborative environment.
- A deep commitment to the mission of the organisation
- Strong ethical background whose behaviours and values align completely with the organisation.

Work Conditions

The candidate will be based ideally in Indonesia or Singapore, although we will consider broader Southeast Asia as a base. They will need to be able to commit to travel to meetings and the field as and when necessary.

To Apply

Interested candidates are invited to submit their resume and cover letter to: jobs@lestaricapital.com. Please include "Chief Operating Officer" 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 1, 2024.