



LESTARI CAPITAL - POSITION DESCRIPTION

RIMBA COLLECTIVE PROJECTS LEAD

Location: Indonesia

Contract: 100% Full-time equivalent

Employee with annual renewal option

POSITION OVERVIEW

Reports to Head of Ecosystem Services. Overall coordinating lead for all project-related aspects of the Rimba Collective mechanism. Ensures that Rimba Collective meets its Ecosystem Outcome targets and delivers value for money for the Users. Coordinates closely with team members inside the EO team, other departments and key external stakeholders:

Inside EO team inside LC: Origination Lead, Development Lead, Monitoring & Implementation Lead and others

Beyond EO team inside LC: Rimba Collective Program Manager (or equivalent), Executive Director Commodities, Communications Officers, CFO and finance team members, CLO and legal team members,

Beyond Lestari Capital: Senior advisors to Rimba Collective, service providers. Communicates with the Users & Board Members of Rimba Collective together with the Head of Ecosystem Services.

POSITION KEY-PERFORMANCE INDICATORS

- 1. Users are satisfied with the Value for Money of Ecosystem Outcome development & generation**
 - Lestari Capital works as an efficient organization as Rimba Collective Manager across departments
 - The Ecosystem Outcome team delivers to the needs of Users, other departments and external stakeholders the required outputs and information in high quality and on-time
 - The strategy roll-out for Origination, Development and Implementation of Rimba Collective projects is aligned with the Operating Plan and the Ecosystem Outcome targets of Rimba



Collective

- All mandatory policies (ESG, ABC, AML and others) adopted by the Rimba Collective mechanism are respected by the work of the EO team and Project Operators in coordination with the Lestari Capital Compliance Officer and EO Monitoring & Evaluation Officer
- Supports design adaptations to Rimba Collective documents from a technical perspective such as Operating Plan, ESG Policies, Project Service Agreements, VCU Mechanism and others.
- Supports Project Portfolio updates to the Rimba Collective Steering Committee with the Head of Ecosystem Services

2. Contracted Hectares are on track with targets to generate desired Ecosystem Outcomes

- Contracted hectares always remain above Minimum Performance Levels (MPL) for Rimba Collective
- Contracted hectares are on lockstep with annual contracting targets:

		Operating Year 1	Operating Year 2	Operating Year 3	Operating Year 4	Operating Year 5	Operating Year 6
Contracted (ha)	Target	90,000	200,000	300,000	400,000	450,000	550,000
MPL (ha)		60,000	145,000	220,000	300,000	340,000	400,000

- Projects contracted comply with the Project Criteria of the Rimba Collective Operating Plan
- Readiness Finance for originated projects who require it is acquired through donors with Senior Project Managers in the EO team
- New project designs for Sustainable Palm Oil and stranded assets are successfully introduced via Case Studies and pilot projects with Senior Project Managers in the EO Team

Geography	Located within palm oil producing countries (Indonesia, Malaysia and PNG; others to be considered by the SC).
Benefits	All Projects must result in net positive benefits to forest conservation and restoration (Core ESOs). All Projects must have a measurable and verifiable net positive benefit and impact on climate as a Nature Based Solution. Projects should also have the potential to result in Additional ESOs
Management and Use Rights	Project areas must have land tenure rights secured for 25 years or at a minimum have the option for renewal totalling up to 25 years. Projects can overlap with several land tenure types within one landscape as long as they are coordinated by one Project Operator. Various land tenure options exist in different countries, see section 4.3.3.

Social Safeguards	Projects shall respect the rights of indigenous peoples and local communities. Projects must take account of the needs and participation of stakeholders in sustainable livelihoods and the use of ecosystem services by local communities through Free, Prior, Informed Consent (FPIC). Projects shall align with and respect key international agreements such as the Universal Declaration of Human Rights, International Labour Organization Conventions, United Nations Declaration on the Rights of Indigenous Peoples, and others.
Standards	Projects shall be certified under internationally recognized conservation certification standards such as the Climate, Community and Biodiversity Standard (CCBS), Gold Standard, Plan Vivo or other acceptable standards as are approved by the Steering Committee from time to time. The Verified Carbon Standard (VCS) shall be applied to a CCBS project if it has the potential to issue >50,000 VCUs /year.
Activities Required	All projects must include activities that protect and/or restore natural ecosystems (including forests, peatlands or mangroves). In the case of supply chain projects in palm oil sourcing landscapes, e.g., in the same watershed or district, projects shall include a minimum of [50]% designated for forest conservation and restoration hectares.
Additional allowable activities	<u>Agroforestry</u> : Activities may include newly established diverse agroforestry on previously open and degraded lands. These areas count toward hectares restored ESOs. Agroforestry involving palm oil or small-scale timber harvesting by local community members is allowed but will only count towards community benefits ESOs (not hectares restored). Small-scale monoculture does not count as agroforestry.
	<u>Sustainable Intensification & Regenerative Agriculture</u> : Activities related to sustainable intensification or regenerative agricultural practices for oil palm production (including certification for smallholders) can count towards livelihood benefits ESOs but will not be counted toward hectares restored ESOs.

- Projects contracted and their design are aligned with the targets of other Ecosystem Service Outcomes (ESOs) for climate (tCO₂e emission reductions and removals, SBTI-compliant, incl. VCUs), landscape conservation & restoration, community and biodiversity benefits.

	Core ESOs	Additional ESOs
Climate & Landscape	Hectares of natural forest ecosystems (forests, mangroves, peatlands) under conservation	

	Hectares of forest ecosystems (forests, mangroves, peatlands, agroforestry) under restoration	
		Tons CO ₂ e emission reductions (incl. Potentially VCU Call Options)
		Tons CO ₂ e emission removals (incl. Potentially VCU Call Options)
		Trees planted
		Trees growing
Community		Numbers of households net benefitting in terms of net income increase through project activities
		Number of women net benefitting from empowerment activities
		Number of children with net improved education opportunities (girls/boys)
		Number of participants with net improved health care access and quality
		Number of participants with net improved water access and quality
Biodiversity		Number of endangered & vulnerable species net benefitting from conserved and restored habitat in project
		Number of endangered & vulnerable wildlife signs
		Number of endangered & vulnerable wildlife active re-introductions

3. Project Design is robust, effective and efficient

- Project design co-developed by the Development Team is robust against project failure and loss events
- Project Operator & Project Due Diligence is carried out by the Development Team to the highest

degree of prudence

- Project design co-developed by the Development Team has the highest chances of delivering significant, measurable and relevant impact on ESOs for climate and landscape, community and biodiversity benefits
- Project budget design co-developed by the Development Team and monitored by the Implementation Monitoring team is planned and spend efficiently and responsibly

4. Projects meet their KPIs and verification timelines

- In collaboration with Implementation Monitoring team, contracted projects achieve their annual KPIs laid out in Environmental and Social Action Plans (ESAPs), Project Service Agreements (PSAs), and Project Design Documents (PDDs)
- In collaboration with Implementation Monitoring & the Development team, projects achieve validation under the relevant ESO Standard (e.g. CCB) within the timeline of the KPIs
- In collaboration with Implementation Monitoring & the Development team, Projects continue to achieve Preliminary and External Verifications within the timeline of the KPIs

5. Monitoring, Reporting, Verification (MRV) and ESO Registry are developed and deployed

- MRV system is developed and deployed on time, in quality and on budget with service providers and the Project Database Manager, fulfilling the needs for project MRV and User supervision
- ESO Registry is developed and deployed on time on time, in quality and on budget with service providers and the Project Database Manager, fulfilling the User needs for delivery of unique, verified ESOs and ESO reports into their Registry Accounts
- Annual Portfolio Performance Reports (APPR) and other ESO Reports (Annual, Project, Portfolio) are prepared through the ESO Registry in collaboration with EO Team and other departments to satisfaction of Users

6. Communication around projects is both accurate and satisfactory

- In collaboration with Communications Officer, Rimba Collective Program Manager and EO Project Managers, communication of claims, project stories, portfolio & initiative-level communication is aligned with the Communication & Claims strategy, measurable project progress and ESOs
- In collaboration with Communications Officer, Rimba Collective Program Manager and EO Project Managers, communication of claims, project stories, portfolio & initiative-level communication is aligned with external stakeholder expectations such as governments and socio-environmental NGOs



7. Contribute to EO team capacity building and development

- Supports internal capacity building and team development of the Ecosystem Outcome team in aspects related to Rimba Collective