

TERMS OF REFERENCE

Community Engagement Manager

Full-time, 12 months starting September 2023, Sorong with frequent travels around Raja Ampat.

About Forest Carbon

Forest Carbon restores degraded wetland forests. Our company is a premium restoration project developer in Southeast Asia that delivers benefits for local communities, biodiversity and investors through a proven business model.

With offices in Jakarta and Singapore, Forest Carbon is built on a track record of success in the region. The team brings a decade of experience working on the ground, mapping wetlands and assessing below-ground carbon storage, hiring local workers and obtaining community support. Forest Carbon relies on this technical expertise and a growing pipeline of project opportunities to secure millions in private sector investment for threatened ecosystems.

Forest Carbon's Sumatra Merang Peatland Project is now a proven business model for large-scale restoration, with more than 5 million Euro in investment capital raised. Sales secured from major global brands support restoration efforts on more than 22,000 hectares, which reduces the risk of fire, strengthens the rural economy and creates jobs, and delivers returns for investors and partners. This type of environmental and social performance is integrated into every level of Forest Carbon's operations and management systems.

Forest Carbon recently launched its first Blue Carbon project in Papua, Indonesia in collaboration with a leading Indonesian NGO that manages several conservation projects in Raja Ampat and has a strong community engagement track record in the area. Forest Carbon has identified a pilot area for a coastal and marine ecosystem project that offers potential to protect mangroves, marine biodiversity and seagrass in Papua, Indonesia.

Project Summary

The long-term goal of the project would be to leverage markets (carbon or other payment for ecosystem services) to fund active management and environmental education across the wider land and seascape in Raja Ampat. Assessing the proximity of local communities to potential project sites and their use of the areas will play a key role to provide an economic and social profile of surrounding communities and highlight high-potential activities for community development.

About the role

We are seeking a talented individual to join our team as a **Community Engagement Manager**. The candidate will work under the supervision of the Blue Carbon Project Manager, Technical Director, and Community Lead and oversee and guide the community engagement team of the partner organization. The main deliverables of the first two years will be a socio-economic baseline assessment (as part of a Feasibility Study) and the implementation of the Free, Prior, and Informed Consent (FPIC) process as well as other relevant engagements as required.

The Community Engagement Manager will be responsible for building stakeholder relations, assessing the current socio-economic conditions, the legal status of coastal areas inhabited or utilized by local communities, and implementing initial community development project activities. More specifically, responsibilities will include conducting and organizing socio-economic baseline data collection, identifying stakeholder groups in and around potential project areas, developing and cultivating stakeholder relations, and collecting information on the status and management of the mangrove and seagrass areas surrounding

the communities to inform project design. The community aspects of the project will be split into two phases: Project assessment and implementation.

Scope of Work / Key Responsibilities

- Oversee the Socio-Economic Baseline Assessment (as part of a Feasibility Study) and FPIC process.
- Lead and implement community development and engagement program in collaboration with partner organization.
- Train and manage community-based staff and enumerators to implement and monitor community development and engagement program.
- Work with FC's Community team to design community development and engagement activities at the project level
- Lead and coordinate regular monitoring and reporting activities of the community development and engagement at the project level.

Assessment Phase:

1. In coordination with the Blue Carbon Project Manager and the NGO project partner, complete full stakeholder mapping exercise and socio-economic baseline assessment for the project area through household surveys, key informant interviews, and focus group discussions
2. In collaboration with FC team, and partner organization analyze baseline data to inform project design and implementation
3. Support the development and testing of data collection tools, provide feedback and support training to enumerators (where relevant)
4. Coordinate community feedback sessions and consultations as needed following data collection and assessment
5. Ensure enumerators and stakeholders are executing according to the work plan and resources being used effectively
6. Contribute to progress reports and reports to the Blue Carbon Project Manager

Lead the implementation of the FPIC Process:

1. Play a lead role in the preparation of a comprehensive FPIC implementation plan
2. Facilitate meaningful engagement with affected communities throughout the FPIC process, ensuring that all community members have an opportunity to participate in the decision-making process
3. Collect and document relevant data related to the FPIC process, including information on community demographics, cultural practices, customary land rights, livelihoods, and potential project impacts on the communities
4. Identify any risks, benefits, or potential disruptions that may result from the project and consider them during the FPIC process
5. Provide expertise and support the development of community benefit sharing mechanisms:
6. Connect and engage with project partners that implement community development/benefit sharing mechanisms
7. Conduct a thorough needs assessment to identify the specific needs, priorities, and aspirations of the local communities
8. Identify potential benefits that the project can provide to the communities, including economic opportunities, job creation, access to education and healthcare facilities, infrastructure development, and other socio-economic advantages
9. Facilitate regular and meaningful engagement with community members to ensure their active participation in decision-making processes related to benefit sharing
10. Develop a comprehensive plan for distributing the identified benefits to the community members to ensure an equitable and inclusive distribution

Other key project specific tasks such as:

1. Administrative duties as needed and manage field budget
2. Support and organize logistics

3. Support the development of communications and learning materials
4. Support the recruitment, training, and management of community enumerators as needed

Cross-cutting Areas of work:

1. Support the implementation of the company's environmental and social management system to ensure consistency with international standards such as Plan Vivo, Climate, Community and Biodiversity (CCB) and IFC Performance Standards

Qualifications

The candidate should have significant experience / skills in at least one of the two areas:

- Knowledge of best practices in community engagement and a track record of successfully implementing FPIC processes will be highly valued
- Exceptional stakeholder engagement skills with a proven ability to effectively communicate, collaborate, and build strong relationships with various stakeholders

The following qualifications are mandatory:

- Proven track record of working collaboratively with partner organizations and effectively overseeing their activities
- Experience in planning and executing community development programs and working in remote areas in Eastern Indonesia, ideally in Papua
- Experience in conducting and managing socioeconomic baseline assessments through mixed methods and analysis of qualitative and quantitative data
- Strong and reliable reporting skills, demonstrating proficiency in collecting, analyzing, and presenting data in a clear and concise manner
- Experience applying environmental and social standards (IFC, CCB, Plan Vivo, etc.) to projects at the community level will be highly valued
- All else equal, candidates with prior relevant experience and familiarity with the regulatory context around social forestry, and any form of socio-environmental crediting standards (Plan Vivo, SD vista, Verra, etc.) will be given preferential consideration.

Other qualifications include:

- 5+ years of professional work experience in the field of community development, conservation, or related area in Eastern Indonesia, ideally Papua
- Strong English verbal and written skills preferred
- Master's degree in related field such as conservation, environmental sciences, marine studies, community development, social forestry
- Field staff must be vaccinated against COVID-19

How to apply

Please submit your CV highlighting your relevant experience to hr@forestcarbon.com.

Follow our [LinkedIn](#) and [Instagram](#) to learn more about what we do.

Thank you for your interest in joining our team. We look forward to reviewing your application!