

Job Vacancy Announcement

Reference No:	021
Project:	Nickel Impact Programme Indonesia (NIPI)
Position:	Team Lead
Location:	Central Halmahera Regency (Weda Bay), North Maluku, or Jakarta
Expected to join:	a.s.a.p.
Reporting to:	Project Director

About GIZ

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a German implementing organization which provides services worldwide in the field of international cooperation for sustainable development.

About the project

In Indonesia, GIZ serves as a trusted partner and technical advisor to the Government of Indonesia by delivering integrated solutions in Energy Transition, Resilient Nature, and Sustainable Urban Development. The Energy Programme supports the shift toward a sustainable energy system through bilateral cooperation and contributions to the Just Energy Transition Partnership (JETP). The Resilient Nature Cluster promotes a multi-layered approach that combines conservation, sustainable resource management, climate adaptation (Nexus), international cooperation, and strengthened disaster risk reduction.

Through its International Services department, GIZ has been commissioned by multiple companies in the battery value chain to implement the "Nickel Impact Programme Indonesia (NIPI)" in Central Halmahera Regency, North Maluku Province, Indonesia. The project aims to address community-prioritized environmental and social challenges in the Weda Bay nickel mining and refining area, with a focus on improving health outcomes, securing access to clean water, and protecting aquatic biodiversity. Building on an initial assessment of local priorities, the project delivers immediate action on urgent priorities and participatory research to better understand the changes to aquatic biodiversity and their root causes. These insights will guide the development of long-term restoration strategies aimed at strengthening ecosystem health and community resilience. Project implementation closely involves local communities along all of its steps. For this, a community forum will be created. An additional key need is to engage the nickel industry as partner to address adverse impacts of nickel production. This will require significant work on trust building between communities and industry players.

We seek one (1) motivated and qualified Indonesian candidate for:

Team Lead: Nickel Impact Programme Indonesia (NIPI)

(Job Title in SAP: Project Leader)

A. Core Tasks

You are responsible for the technical, content-related and organisational implementation of the commission awarded to GIZ. You are assigned responsibility for managing the staff members involved in the commission.

You ensure the planning, steering, organisation and monitoring of the project's activities. A key part of your duties involves drafting plans of operations, managing the budget, managing as- signed contractors and steering and providing advisory and support inputs to partners. You are also responsible for providing specialist support to colleagues in bands 2 and 3 and ensure the quality of the commission's outcomes.

You bear responsibility for security and crisis management for project staff as described in the framework for action entitled 'Security and crisis management in foreign countries'. You are also responsible for matters related to occupational health and safety law.

You also work together with other units on ensuring that the required technical and methodological competence is in place, and on designing concepts for quality and knowledge management themes such as development, change management and reorientation.

In consultation with your line manager, and possibly with the divisions responsible for specific thematic areas, you liaise with commissioning parties, government bodies and political actors in the country and in the development cooperation community regarding matters in your focal area or sector and support strategic development if necessary.

In consultation with the country director or your line manager, you use your contacts both to act as a point of liaison for all matters in your specialist field and to strengthen alliances and cooperation arrangements on behalf of the company.

You perform the tasks assigned to you by your line manager, where required.

B. Main Activities

The incumbent is responsible for the implementation of the project in Indonesia.

- Responsible for the operational implementation of the project according to timelines and at high quality.
- Leads the local team and sub-contractors; ensures timely and high-quality service delivery.
- Leads team members and encourages their development.
- Ensures that relevant stakeholders, through the community forum, are included at an early stage in design, decision-making and implementation of health, water access, and biodiversity work.
- Carries out detailed planning of project phases together with the project team and local partners.
- Adapts the project design where necessary together with the project management, local partners and clients
- Provides timely and high-quality project progress reporting to clients based on a template provided by HQ
- Leads stakeholder engagement and relationship building in Weda Bay, North Maluku, and Jakarta.
- Ensures active community outreach and engagement through appropriate methods, including vulnerable groups and taking into consideration power dynamics.
- Prepares, moderates and facilitates discussions, strategic decision-making and negotiations.
- Provides conflict mediation between communities and/or other stakeholders where necessary.

- Provides technical input to project workstreams, depending on the Team Leader's technical background.
- Promotes institutional learning and ensures that lessons learnt from different projects are considered.

The brief profile is not intended to provide a full and complete description of the tasks.

C. Qualifications

- University degree in social sciences, environmental sciences, mine engineering, law or other related disciplines.
- Very good interpersonal and teamwork skills.
- Outstanding communication skills and diplomatic skills.
- Excellent project management skills.
- Excellent knowledge of spoken and written English (at least C1) and Bahasa Indonesia; good knowledge of Chinese is an advantage.
- Minimum 7 (seven) years of professional experience in the Indonesian mining and refining sector, either in community engagement or in environmental management, preferably (in part) in North Maluku Province. History of building trust and delivering agreements.
- Minimum 3 (three) years professional experience in designing and leading multi-stakeholder participation processes and managing relationships with participants.
- Minimum 4 (four) years of experience in leading and coordinating multidisciplinary teams.
- Minimum 4 (four) years of experience in project management. Experience in projects funded by the private sector or international donors will be considered an asset.
- Proven experience in corporate reporting.
- Preferably experience in working with indigenous communities.
- Very good knowledge of the Indonesian institutional landscape of the mining (in particular nickel) sector.
- Good knowledge of ESG frameworks in the mining sector, e.g. IRMA & IFC Performance Standards, will be considered an asset.
- Experience in working with NGOs in the environmental and/or human rights sectors will be considered an asset.
- Experience in working with provincial and local authorities will be considered an asset.
- Experience in working with marine biodiversity, environmental pollution from mining and refining, or public health will be considered an asset.
- Very good knowledge of IT, communication technologies, and relevant computer applications (e.g., MS Office).
- Availability to follow the code of conduct of the organisation.

How to apply:

To apply, please submit your motivation letter along with your CV. Ensure your application includes a comprehensive list of training and professional references. After completed, please send to recruitment-indo@giz.de by the latest on **July 5th, 2026**, with subject line **NIPI - Team Lead**.

Kindly state your joining availability, current gross monthly income, and desired gross monthly salary range within your cover letter.

Please name your file as follow format:
[Your Complete Name] [Motivation/CV/Latest Education Certificate] (i.e: **Nakula Sadewa _CV** or **Nakula Sadewa _Motivation** or **Nakula Sadewa _Reference**) – *the attachment shall not exceed 300 kb.*

Only short-listed candidates will be notified