



## Partnership for Governance Reform in Indonesia

### I. Position Information

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| Post Title:        | Chief of Party, USAID INTEGRITAS   |
| Duration:          | 12 months (can be extended based on performance evaluation)                      |
| Direct Supervisor: | Director for Justice, Anti-corruption and Human Rights Program (JAHR), KEMITRAAN |
| Condition:         | Open to Indonesian National only   |

### II. Organizational Context

#### Partnership for Governance Reform (KEMITRAAN)

KEMITRAAN is a multi-stakeholder organization established to promote governance reform. It works hand-in-hand with government agencies, CSOs, the private sector, and international development partners in Indonesia to bring about reform at both the national and local levels. KEMITRAAN builds crucial links between all levels of government and civil society to sustainably promote good governance in Indonesia.

Good governance is participatory, consensus-oriented, accountable, transparent, responsive, effective, efficient, equitable, inclusive and follows the rule of law. It assures that corruption is minimized, the views of minorities and most vulnerable in society are considered.

Since our inception in 2000, KEMITRAAN has established a wide range of multi-stakeholder networks at all levels. We work together with the government in mainstreaming good governance principles in public policy making, implementation and monitoring phases with evidence-based approach.

#### USAID INTEGRITAS

Awarded on January 10, 2022, the Indonesian Integrity Initiative (INTEGRITAS) is a five-year program funded by USAID/Indonesia and implemented by KEMITRAAN, in collaboration with Indonesia Corruption Watch (ICW), Transparency International-Indonesia, and the Basel Institute on Governance, and in partnership with Indonesian civil society organizations (CSOs) and government agencies. INTEGRITAS seeks to address corruption in Indonesia through a dual-tracked approach of systems strengthening and public engagement that facilitates local civil society efforts to address systemic corruption vulnerabilities and conflicts of interest in the country.

The goal of INTEGRITAS is to support the Government of Indonesia (GOI) in its corruption prevention efforts through enhancing civic engagement and strengthening a culture of integrity for both the public and private sectors. INTEGRITAS seeks to enhance Indonesian civil society capacity and role to more effectively partner with and support key GOI oversight institutions, while simultaneously ensuring sufficient preventative and oversight mechanisms are in place in the public and private sector. The activity will cooperate and work with government and non-government key actors to achieve this goal through two interrelated intermediate results (IRs):

- IR 1: Implementation of transparent policies and practices that reduce conflicts of interest increased.
- IR 2: Public education on, awareness of, and participation in anti-corruption efforts improved.

The COP will lead the project implementation and responsible for the overall project management. He/she will oversee the aspects of programmatic, financial and operation, management and staffing and the COP will supervise the Deputy Chief of Party, IR Program Managers, MEL specialist, and Communication specialist.

### III. Functions / Key Results Expected

#### Summary of Key Functions:

- The COP leads the project implementation, provides overall leadership, strategic guidance and oversees all management aspects of the project.
- Serves as principal liaison with the donor, host country government, counterparts, beneficiaries and stakeholders.
- Plans, directs and coordinates technical and operational activities to ensure that the project goals and objectives are met, and prescribed timeframes and funding parameters are in compliance with donor regulations.
- Provides overall technical and administrative leadership to the project implementation team, including development of strategies, budgets, annual workplan, MEL plans and reporting.
- Provides technical assistance to the national and local governments and CSOs on anti-corruption and good governance reforms, as needed.

### IV. Impact of Results

Overall impact of results of this position are as follows:

- Successful, accountable and timely delivery of program implementation, in line with expected output and outcome indicators of the project.
- Excellent quality in overseeing the annual project budget for the effective and efficient program implementation.
- Excellent quality of program coordination including working relationship within the program team, related management units at KEMITRAAN and all consortium member.
- Excellent in communication with donor, related GOI partners, CSOs and private sectors stakeholders.
- Successful in representing the project to both internal and external audiences

### V. Competencies

#### Corporate Responsibility & teamwork:

- Serves and promotes the vision, mission, values, and strategic goals of the Partnership;
- Demonstrates integrity by modeling professional values and ethical standards;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Plans prioritizes, and delivers tasks on time; and
- Participates effectively in a team-based, information-sharing environment, collaborating and cooperating with others.

**People Skills:**

- Sets clear performance goals and standards; executes responsibilities accordingly
- Able to navigate changes; flexible, adaptive, and possess emotional resilience
- Able to manage people and able to work in a team.
- Able to use knowledge to make decisions and adjustments in their work in order to achieve a greater impact

**Partnering & Networking:**

- Seeks and applies knowledge, information, and best practices from within and outside the Partnership

**Results-Orientation:**

- Plans and produces quality results to meet established goals
- Innovation & Judgment
- Contributes creative, practical ideas and approaches to deal with challenging situations
- Strives for quality client-centered services (internal/external)

**Communication:**

- Demonstrates effective written and oral communication skills
- Demonstrates good negotiations skills; good listener
- Excellent in presentation and in writing reports.

**Job Knowledge & Expertise**

- Executes day-to-day tasks systematically & efficiently
- Uses Information Technology effectively as a tool and resource
- Familiar with data warehouse and its maintenance
- Is motivated & demonstrates a capacity to pursue personal development & learn

**VI. Recruitment Qualifications**

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|------------------------|--|
| Education and Skill:   | Minimum a Master degree in political science, international relations, law, or a related field.  |
| Experience required:   | <ul style="list-style-type: none"><li>• Must have USAID project management experience; prior experience as a chief of party of USAID funded program is preferred.</li><li>• Minimum of 12 years of experience at the senior managerial positions.</li><li>• Have technical expertise and experience in designing and implementing anti-corruption/accountability/integrity/good governance programs.</li><li>• Proven skills in analyzing complex situations and developing concrete plans to address them, and good judgment, and ability to work under tight deadlines.</li><li>• Possess a proven ability to liaise with, and communicate effectively with the donor, senior government officials, and partners.</li><li>• Have network with the key government accountability agencies in anti-corruption activists, CSOs, and communities.</li><li>• Excellent track record in managing USAID projects, and expert knowledge of USAID and USG regulations are a must.</li><li>• Demonstrate knowledge and experience with USAID’s planning and reporting systems, operations, programming and, structure.</li><li>• Demonstrate knowledge on USAID project management and finance management as well as procurements.</li></ul> |
| Language Requirements: | Fluency in written and spoken English  |