

## Terms of Reference: Country Manager - Indonesia

<b>Location</b>	Jakarta, Indonesia
<b>Duration</b>	1 year with the possibility of extension
<b>Position Status</b>	National position
<b>Supervisor / Manager</b>	Deputy Team Leader
<b>Performance Management and Reporting Framework</b>	ASEAN-ACT Remuneration Framework for national positions
<b>Deadline for application:</b>	22 May 2026

### About the Role

This is an opportunity to lead Indonesia's engagement in a flagship regional ASEAN program – building on an established foundation while shaping a new phase of national impact.

The Country Manager – Indonesia is a senior leadership role and the program's primary interface with senior government and national stakeholders involved in countering-trafficking in persons. While ASEAN-ACT is a well-established program with prior operations in Indonesia, this position will lead a new phase of national programming - strengthening partnerships, consolidating results, and positioning the program for long-term sustainability.

This position will provide high-level representation at the country level in meetings, consultations and events, engaging government and non-government partners at national and regional levels. Working closely with the ASEAN-ACT Leadership and Operations Teams, the role has overall responsibility for planning and delivering national workplan activities, including oversight of budgeting, monitoring, reporting, GEDSI integration, compliance, and risk - while building and leading a collaborative country team with strong ways of working.

The role is best suited to a highly motivated and collaborative leader who thrives in a dynamic regional environment and is passionate about governance reform, policy influence, and partnership-based international development.



## About the program

ASEAN–Australia Counter Trafficking ([ASEAN-ACT](#)) continues Australia’s long-running collaboration with ASEAN and its Member States to end human trafficking in the region. The program is a 10-year investment principally working to strengthen the justice sector response to trafficking in persons while advancing the rights of victims. The program has well established partnerships with allied government agencies, civil society, and businesses. We engage with all 11 ASEAN Member States in some capacity and have national-level programming in Cambodia, Lao PDR, the Philippines, Thailand, and Vietnam, with the possibility of programming in Indonesia.

ASEAN-ACT supports ASEAN and ASEAN Member States to integrate gender equality, disability equity and social inclusion (GEDSI) and protect the rights of victims of trafficking. The program is guided by its Equity and Rights Strategy, which provides both a conceptual framework and practical approaches to analyse and respond to intersectional vulnerabilities to trafficking in persons. The strategy further supports the delivery of victim-centred, gender-responsive, and trauma-informed responses that are inclusive and responsive to the diverse needs and experiences of all victims of trafficking.

## Program outcomes

The overarching goal that ASEAN-ACT will contribute to is that ASEAN Member States have effective justice systems that provide just punishment of traffickers and protect the rights of victims.

Three end-of-program outcomes together contribute to the achievement of this goal by 2028:

1. ASEAN’s planning, monitoring and reporting of ACTIP implementation is increasingly effective, advances GEDSI and upholds victim rights.
2. ASEAN Member States are increasingly capable of implementing their ACTIP obligations, particularly those that advance GEDSI and uphold victim rights.
3. ASEAN and member states’ policies and practices are inclusive, influenced by relevant stakeholders and aligned with the ACTIP.

## Specific Duties

### Partnerships and Relationship Management

- Develop and maintain strong networks and working relationships with all government and non-government stakeholders, including national program steering committee members (Indonesian government agencies with a role in countering trafficking), based on mutual accountability and respect.
- Representation with government partners, civil society, private sector, international organisations and Australian Government representatives in meetings, dialogues and committees focused on countering trafficking in persons.
- Provide strategic and technical advice to counterparts based on program results and developments relating to counter trafficking, and rights-based approaches; apply advanced advocacy and negotiation techniques to influence government partners towards more progressive and effective capacity-building approaches for trafficking responses.

### Project Management

- Oversee planning, management and coordination of country-level activities and tasks with support from Country Team, applying a flexible and adaptive approach to identify openings and opportunities to improve program effectiveness in line with the end-of-program outcomes.
- Review and contribute to studies and analysis conducted under ASEAN-ACT and identify approaches to advocate and implement recommendations from ASEAN-ACT’s research.
- Contribute to technical advice for the donor (Australian Department of Foreign Affairs and Trade) as requested on emerging TIP issues.

## **Organisational and Operational Management**

- Empower and support the Country Team on program, financial, administrative, GEDSI and reporting functions.
- With the Deputy Team Leader and Operations Manager, manage risks and contextual changes that may impact the program and appropriately respond to incidents (e.g. security, safety, fraud, reputational, etc).

## **People and culture**

- Manage and support the country staff to contribute to delivering program activities, fostering an environment where team members feel respected, valued, supported, and empowered, with attention to wellbeing, work-life balance and professional growth.
- Champion victim rights and GEDSI across all project activities and promote culturally sensitive and respectful communications.
- Foster a culture of learning, collaboration, critical thinking and continuous improvement within the country team.
- Demonstrate and champion compliance with DT Global's policies and procedures.
- Any other duties, including supervisory responsibility, as requested by the Deputy Team Leader.

## **Selection Criteria**

### **Qualifications**

- Bachelor's degree or similar experience in development, public policy and organisational leadership, with at least 5 years' management level experience in governance or public policy programming.

### **Essential Experience, Knowledge and Skills**

- Demonstrated representational, relationship building and negotiation skills, experience in applying political acumen, and communicating with influence across government and public service, private sector and civil society sectors; promoting collaboration and collective action.
- Established networks with relevant partners in the justice sector, civil society, private sector or government.
- Demonstrated leadership and management skills, including the ability to provide timely and reliable advice to program managers and counterparts.
- Deep understanding of the cultural and political context in Indonesia and how to navigate these dynamics for effective governance programming.
- Ability to apply innovative and critical thinking in addressing complex issues/challenges, including working with a range of influencing mechanisms and platforms.
- Understanding of human rights and rights-based approaches in development.

### **Desirable**

- Knowledge of development principles and approaches, including developing the skills and capacity of counterparts; monitoring, evaluation and learning; and mainstreaming of gender equality, disability and social inclusion.
- Familiarity with the local and regional context in relation to human trafficking, including national legislation and the roles of the justice sector, civil society, private sector and allied government institutions preferred.
- Understanding of Australian or other bilateral government funded programs preferred.

## How to Apply

For further information and instructions on how to apply, please visit: <https://bit.ly/AACTCMINApply>

**APPLICATIONS CLOSE Friday, 22 May 2026 5:00 pm (JKT time)**

Interested applicants must submit:

- A single document containing both a cover letter and a curriculum vitae detailing experience relevant to the role.
- The names and contact details of three professional referees
- Current or expected salary

ASEAN-ACT is committed to achieving workplace diversity in terms of gender, nationality, and culture. Individual from minority groups, indigenous groups, people with a disability, women and ASEAN nationals are strongly encouraged to apply.

All applications will be treated with the strictest confidence.

Due to the expected volume of applications, only candidates under positive consideration will be notified.

## Other Information

Amendments to the position's terms of reference may be made during the period of the engagement as required.

DT Global Asia Pacific Pty Ltd is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global Asia Pacific Pty Ltd prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

Our organisation is committed to child protection and safeguarding the welfare of children in the delivery of our international development programs. Recruitment and selection procedures reflect this commitment. We are committed to safety and the prevention of sexual abuse and harassment, child protection and bribery prevention.

We want to engage with the right people to deliver our client programs. As part of our approach you will be subjected to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All our staff receive safety, compliance and safeguards training and are responsible for contributing to a safer working culture.

## About DT Global

[DT Global](#) works in partnership with communities, governments, and the private sector to deliver innovative solutions that transform lives. DT Global - launched in 2019 - is built on legacy companies AECOM's International Development Services Sector, Development Transformations, IMC Worldwide, and Cardno International Development. To fulfill its profit-for-purpose mission, DT Global is a key donor to the DT Institute, an independent not-for-profit organization, in support of DTI's efforts to test new ideas or expand on donor partner priorities to improve as many lives as possible.

Our global team of 2,500 staff and experts work in over 90 countries. We bring over 60 years of experience, relationships, and technical excellence to improve lives on behalf of our partners, clients, and stakeholders. We aim to maximize sustainable development impact across a wide range of practice areas, including Conflict Prevention, Stabilization & Transition; Economic Growth; Environment & Infrastructure; Governance; and Human Development. Together, we aim to positively impact 500 million lives by 2045.

