

Terms of Reference

Banda Islands Community Development Officer (BICDO)

About Coral Triangle Center (CTC)

The Coral Triangle Center (CTC) is a foundation based in Indonesia that trains marine resources managers and educates all groups that interact with coastlines and reefs within the Coral Triangle. The applied training and learning programs are adaptive, innovative, and customized for different stakeholders to abate threats, address constraints and promote sustainable practices. The Coral Triangle Center provides training in marine natural resources management, supports marine protected areas, coordinates a learning network of Marine Protected Area practitioners, connects the public and private sector on coastal issues, and is developing a learning center of excellence in tropical marine conservation. Check our website at www.coraltrianglecenter.org.

Our field learning sites provide an ideal setting for implementing cutting-edge conservation management on the ground. We support our partner MPA sites to become exemplary models of sustainable management where wider practitioners from across the region can trial the lessons they have learned, observe, and gain field experiences necessary for becoming excellent guardians of our seas.

At the site level, CTC is currently working to support the implementation and improvement of management effectiveness of MPAs in Bali, North Maluku, and Maluku Provinces in Indonesia and Atauro Islands, Liquica, and Manufahi District in Timor-Leste. CTC is also committed to supporting the development of potential new MPAs in the Coral Triangle Region. CTC is also committed to working with governments, indigenous peoples, universities, scientists, and other institutions to improve the effectiveness of MPA management and Other Effective-area based Conservation Measures (OECM) that are adaptive and based on the latest scientific knowledge.

Since 2012, CTC supports the process of developing marine conservation in the Banda Islands include establishing the Ay-Rhun Islands MPA until it is declared by the Ministry of Marine Affairs and Fisheries Regulation in 2021. CTC also actively collecting ecological and socio-economic monitoring data in the Banda Islands and support development process of the Banda Islands MPA Network to increase management effectiveness of marine and fisheries resources in the Banda Islands.

Currently CTC with the support of PT Hatfield Indonesia is developing a project plan to improve the effectiveness of MPAs management in the Banda Islands by improving the management of endangered, threatened and protected (ETP) species and increasing the livelihood potential of local communities related to natural resources (blue jobs) in the Banda Islands.

Essential Functions

The role of the Banda Islands Community Development Officer (BICDO) is to support and ensure the implementation of the Blue Action Fund (BAF) project on Banda Islands following the assigned work plan. BICDO will collaborate with the Banda Islands Outreach Officer and Banda Islands MPA Coordinator in

achieving the BAF Project objectives by collaborating with the government, local NGOs, local community, and indigenous peoples in the target villages in the Banda Islands. The BICDO will support communities in the Banda Islands including women's groups and disadvantaged people in strengthening community groups and improving the economy through the development of environmentally friendly livelihoods (blue jobs). BICDO will collaborate and encourage village governments in the target project villages in the Banda Islands in strengthening local community groups in the village by developing micro, small, and medium enterprises (MSMEs) and or *Badan Usaha Milik Desa (Bumneg)* or Village-Owned Enterprises in developing village and local community businesses to improve the community's income with considering to the sustainable use of natural resources.

The BICDO will organize and facilitate meetings with local community groups including women's groups, disadvantages people, traditional leaders, governments (village, district, province), and other related stakeholders to develop local community business to increase local community income in the target villages. The BICDO will support strengthen local community group and should be familiar with and respect to the adat or traditional system in the Banda Islands. BICDO position will work and live on Banda Islands and travel to Ambon or other islands as needed.

Reporting and Coordination Line:

Banda Islands Community Development Officer will directly report to Banda Islands MPA Coordinator.

Qualification and required knowledge and skills

- A bachelor's degree or have at least 3 years working experiences with the local community in Banda Islands.
- Proven skills in facilitation works, community development, community organizing, and community involvement.
- Good communication and interpersonal skills.
- Have knowledge or experience in managing household business requirements and licenses. (PIRT, Halal Certificate, etc.).
- Strong knowledge of local customary and culture in the Banda Islands.
- Trustworthy, attention to detail with a high degree of accuracy, and organized in work.
- Familiar with marine conservation, community development, and sustainable fisheries issues.
- Willing to be placed in designated duty station.
- Ability to meet set targets with limited supervisory.
- Basic level ability to communicate in English, both spoken and written.
- Proficiency in MS Office applications (word, excel, and PowerPoint).
- Having experience in ecological and socio-economic surveys is an advantage.

Responsibility/Oversight – Financial and Supervisory

Ensure that his/her work, travel-related requests, and reporting, comply with CTC policies and procedures and external (donor/legal).

Working Condition:

- He/she should be able to work with limited supervision to achieved the set target
- Evening and weekend work to achieve program goals may be required.
- Duties require communicating effectively with local community and various stakeholders.
- Work may require hours of physical exercise while collecting field data.
- Short notice travel may be required and possibly to remote and distant locations.
- Ability to work effectively under pressure and meet deadlines.

Application Process:

- **The closing date for application is August 19th , 2025.**
- Interested candidates shall submit their application to: hrecruitment@coraltrianglecenter.org with subject Banda Islands Community Development Officer (BICDO) – [your name]
- The application should be in doc / docx / pdf, with file name:
[your name] – Cover Letter – **Banda Islands Community Development Officer (BICDO)**
[your name] – CV
- Please do not attach unsolicited documents due to our mailbox space limitations
- Amendments to the position's scope of work may be made during the period of the engagement as required
- Only short-listed candidates will be notified for interviews

Coral Triangle Center is an Equal Opportunity Employer