dala
institute
for environment & society

Job Posting:
Strategic Partnerships Lead
2026/04

Version 1.0

Duty station: Jakarta, Indonesia (home-based)

positions: 1

Right to work: Required for Indonesia

Job grade: P4

Start Date: 4 January 2027

Application Deadline: 05 November 2026

PT Dala Riset Global
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Come and work at our dynamic research and consulting firm designed for 2026 and beyond. Unlock your productivity and potential with our flexible work arrangements and fast-paced, high-quality delivery.

Dala Institute

world-class. { **research.** **evaluation & learning.** **technical assistance.** } **nature … society**

Values

Dignity: We honor and respect the inherent worth of all that was, is and will be, both the seen and unseen, living and non living.

Excellence: We deliver high quality results, rooted in empirical rigour, and ground our work in diverse voices, critical reflection, and continuous learning.

Integrity: We act independently and ethically, and hold ourselves accountable to people and nature. We respect historical and current contexts.

Equity, diversity & inclusion: We dismantle barriers, champion diverse perspectives, and create opportunities to thrive.

See more about our team publications, and projects on: http://dala.institute

History & Business

PT Dala Riset Global was established in 2018 and acquired Utani Research Ltd (UK), which was formed in 2016. Our clients include global development actors such as Rainforest Foundation Norway, Norad, World Resources Institute, Ford Foundation, IKEA Foundation and others working on consultancies for UNDP, EU, FCDO, and others; and leading research institutions such as IDRC, the Center for International Forestry Research (CIFOR) and the University of East Anglia (UK). We are a dynamic and agile enterprise that is quickly growing to meet the needs of clients worldwide.

Work Culture

We have analysed innovative ways of work and are established to foster unity in mission and independence in delivery. Dala is a team within which staff and consultants have a great deal of autonomy to work how you work best. We value people for people and we know that every person likes to work differently. We offer flexible work arrangements and try to keep the bureaucracy to a minimum so we can all focus on getting our important work done.

We are different

Modern Slavery. Bad.

We have a modern slavery policy and a process to screen suppliers based on risk.

Living Wage. Good.

We have a living wage policy. We always pay more than minimum wage.

Environmental sourcing. Good.

We have an environmental sourcing policy based on risk. Our servers are carbon positive and we prefer suppliers who have environmental policies.

Racism, misogyny, homophobia & discrimination. Bad.

We have policies and daily practice that protect the people in Dala and with whom we work against discrimination.

Sexual harassment and abuse. Bad.

We have zero tolerance for sexual harassment.

Employee profit-sharing. Good.

Learning. Good.

We cultivate an environment of learning and improvement.

Feedback. Good.

We cultivate a culture of feedback and learning, and have an annual survey that is incorporated into planning.

Inclusive governance. Good.

Everyone in Dala participates in governance and has the opportunity of participate in decisions that affect them.

We take governance seriously. We base our governance model on the following principles:

1. **Effectiveness**: Devote time only to what brings you closer toward achieving your objectives.
2. **Consent**: Raise, seek out and resolve objections to decisions and actions.
3. **Empiricism**: Test all assumptions you rely on, through experiments and continuous revision.
4. **Continual Evolution**: The organisation as a whole and each circle in particular is committed to ongoing feedback and continual learning about governance, communication, and the content of the circle's work.
5. **Equivalence**: Involve people in making and evolving decisions that affect them.
6. **Transparency**: Record all information that is valuable for the organisation, and make it accessible to everyone, unless there is a reason for confidentiality.
7. **Accountability**: Respond when something is needed, do what you agreed to do, and take ownership for the course of the organisation.

Job description

This new role will be our primary point of presence in Jakarta, responsible for building and maintaining the relationships, pipeline, and visibility that sustain and grow the organisation.

Competencies	Competency Levels	Sample Roles & Accountabilities
Problem-solving	• Synthesize complex information, draw profound examining intricate relationships within data, identify hidden patterns and provide deeper understanding of underlying problems • Comfortable with change, can navigate moderate changes with some autonomy	• Work in teams to both develop and implement projects • Work on several tasks and/proposals simultaneously • React and change course due to new insignia or conditions • Employ critical thinking skills to interpret inquires and findings, identify patterns, and draw meaningful conclusions that contribute to problem-solving efforts
Project/task management	• Manage complex projects including managing resources (time, people, budget) and ensure all project aspects are on track • Take ownership on bigger scale of tasks and projects • Capable of making complex decisions, even in situations of uncertainty or high stakes • Develop and manage budget for small-to-medium-sized projects, with autonomy to adjust budgets as needed	• Design tasks for yourself and participate in the development of tasks for team members • Make decisions within your authority, related to projects and proposals • Develop and monitor project budgets and work plans • Listen to yourself and know when your limits are being neared in terms of level of challenge or time
Stakeholder management	• Capable in conveying complex ideas & information persuasively within internal organisation and to external parties, while actively listen, respond and foster interactions • Proficient in fostering teamwork, resolving conflicts effectively, as well as forming and nurturing positive professional relationships • Excelling in understanding, validating and addressing others' perspectives and able to convey it into solutions	• Interact with potential and current clients and collaborators to better understand their perspectives and integrate them with our current and future works • Develop and nurture relationships with stakeholders to establish trust, credibility, and effective communication channels • Develop a stakeholder plan that outlines the frequency, channels, and content of communication with different stakeholders
Communication	• Demonstrates advance verbal communication skills within research teams and when interacting with clients, effectively conveying complex research concepts and fostering collaborative discussions • Creates well-structured and compelling written content, effectively synthesizing complex research concepts and engaging readers • Present research ideas confidently, using dynamic delivery techniques and interactive approaches to foster audience interaction and interest	• Simplify complex research and findings to make them accessible to non-expert audiences • Use data visualisation techniques to present research findings in a visually appealing and easily understandable manner • Speak at conferences and public workshops about your area of expertise and experience • Communicate effectively within research teams, fostering collaborative and productive work environment

Job description

The aim of this position is to proactively develop new business & maintain relationships with stakeholders.

Competencies	Competency Levels	Sample Roles & Accountabilities
Proposal Development	• Explores innovative approaches that contribute to disciplinary knowledge while leveraging existing methodologies and instruments • Effectively manages complex concepts to alignwith client interests and Dala principles • Pulls out innovative ideas in projects that are packaged in ways that make sense to and are attractive for clients. • Contributing significantly to the advancement of the specialised expertise area within Dala	• Developing collaborative proposals that demonstrate measurable impact to stakeholders and prospective partners • Talk with your team and external stakeholders about project proposals, adjusting as needed • Apply intersectional and multi-method approaches to proposals • Pull in sectoral and methods specialists from the Dala team as needed and guide the proposal development process, including helping translate ideas from specialists into a legible proposal, both in narrative and for budgets (supported by financial staff)
Specialised expertise	• Capable of independently conducting work within the specialized expertise area	• Continue learning • Apply knowledge to diverse contexts • Use knowledge to generate
Institutional governance	• Mental agility • Willing to use and/or develop voice	• As a developing responsibility of all Dala employees, we are developing engagement of everyone in governance processes. The position holder will participate in meetings and be an equal participant in decision-making about things that affect her/him/them. We reserve time for participating in these meetings, developing and reading background material, and exploring governance innovations. The time required will be variable depending on internal
Learning	• Curiosity • Willingness to learn and teach	• As a new and experimental initiative, Dala reserves 10% of all employee's time for learning and sharing learnings. A learning agenda will be developed together with the position

Job description

Key Responsibilities

Business development strategy

- Develop and maintain Dala's opportunity development strategy, identifying priority sectors, clients, and opportunity types aligned with our purpose and values

Reactive opportunity identification

- Systematically monitor calls for proposals and grant opportunities across development, climate, and environment sectors—particularly from NGOs, bilateral donors, and major foundations
- Maintain Dala's registration and eligibility in key procurement systems and stay current on compliance requirements
- Provide pipeline reporting and visibility, enabling better resource planning and strategic decision-making

Proactive opportunity identification, client and partner relationship management, and marketing

- Maintain active, intentional relationships with current, former, and prospective clients—ensuring Dala remains top-of-mind and converting satisfied clients into repeat clients
- Represent Dala at sector events, conferences, and networking gatherings in Jakarta and beyond, building organisational presence in key networks
- Build strategic partnerships with allied organisations, consultants, and implementation partners that strengthen Dala's competitive positioning

Proposal development

- Shepherd the proposal process end-to-end: lead go/no-go assessments, co-ordinate partner and consultant recruitment, and facilitate the development of high-probability and competitively priced .
- Contribute to writing up proposals and translating staff ideas into proposals.
- Understand, articulate, and ensure compliance with the requirements of clients and calls
- Co-ordinate proposal teams and timelines bringing in appropriate technical expertise and financial expertise from within the Dala team as needed.
- Develop consortia as required to respond to or develop opportunities.

Teaming

- Optimise the consultant roster by identifying and cultivating relationships with key subject experts whose profiles offer value and competitive advantage for future opportunities
- Identify teaming for proposals, including appropriate expertise and availability from both staff and consultants
- Anticipate staff workload capacity and gaps and signal needs for incoming pipeline
- Conduct compliance and due diligence as needed for teaming.

What Success Looks Like

In your first year, we will consider this role successful if you have:

- Established a documented pipeline of opportunities with regular reporting to the Businesss Development Circle
- Increased Dala's proposal submission rate and improved the coordination process for delivery staff, while maintaining or, improving the win rate.
- Built or reactivated active relationships with at least a defined set of current and former clients
- Established consistent organisational presence in key Jakarta sector events and networks
- NOTE: Specific achievable results may be developed by the Business Development Circle within the first 6 months of starting this position.

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Specialised expertise for this position includes broad sector knowledge with ability to create actionable plans in at least two of the following areas:

- Energy transitions and energy transitions
- Agriculture, Forests, and Land-use governance
- Marine governance
- Intersectional approaches to research and evaluation
- Feminist theory and practice
- Sustainable/climate finance

The competencies above are the most important requirements for the position. The successful candidate is not required to fulfil all of the competency levels completely, but the successful candidate will be able to demonstrate more than 80% of them.

This position is an adaptive position, so the needs, roles and accountabilities will shift over time. For each new or shifting role, the position-holder will have the option to provide input, accept or reject.

We welcome people of diverse backgrounds and experiences. We do not discriminate based on gender, age, sexual orientation or preference, ethnicity, race or religion. You do you and we will accept you. We do discriminate against mean people though, so be kind. We ask that people we work with are in agreement with feminist principles of increasing equality, expanding human choice, embracing diversity, sharing, anti-exploitation, and non-violence.

Notes:

- When we say we are different, we are not joking. Dala practises a self-governance model known as sociocracy. It means that all employees are involved in governance of the organisation on a regular basis. This means that no one can focus on their area of technical expertise alone and must spend time working on collective governance issues.
- We make decisions in small groups with clear domains of decision-making. All staff have autonomy and accountability to small groups of peers. We have no individual hierarchy in the organisation. You will consent to everything that you do. We are bossless and leaderful.
- This position holder will initially be part of our Business Development and Stakeholder Engagement Circles. Most employees are part of at least two circles at any one time that deal with different areas of Dala's work.
- As a rough estimate, this position will spend about 70-80% of their time on business development and the balance on other institutional issues and learning to which they will have an opportunity to consent.
- Please take a look at our website to see what kinds of projects we have done in the past, and to learn more about how we work.

Job description

Working Relationships:

This position will work closely with peers on dynamic teams on a project-by project basis. They will work primarily in the following circles:

- Business Development Circle
- Stakeholder Engagement Domain Circle
- Operations Circle

General Requirements:

All applicants MUST meet the following:

- Masters degree in a related field, such as business management, communications, and/or social sciences
- Minimum 10 years of experience in business development
- Demonstrated familiarity with the development, climate, and/or environment sectors in Indonesia, with the ability to navigate donor and client landscapes
- Established networks in relevant sectors (i.e. funders, clients, NGOs, researchers, and policy-makers dealing with the social dimensions of natural resources, climate change, and environmental justice), particularly in Jakarta—you should be able to walk into a sector event and know people
- Proven experience with proposal writing for, and relationship-building with, clients, institutional donors or foundations, with a track record of successful bids
- Strong written communication skills in both English and Bahasa Indonesia; ability to write clearly and compellingly for different audiences
- Ability to work independently and manage multiple competing priorities in a distributed, collaborative team environment

Specialised Desirable Experience:

- Understanding of relationship management as a discipline—systematic, strategic, and genuine
- Existing familiarity with procurement systems for major multilateral or bilateral donors

Please note, this position is only open for people with **the right to work in Indonesia**.

Salary and Benefits:

This position will be 100% full time, but could be issued at 80% at the option of the successful candidate.

All salary and benefits except medical insurance will be pro-rated and are based on a full-time position. The starting salary range for this position is **27,207,000 to 30,528,306 per month (gross)** paid in Indonesian Rupiah. Income taxes will be deducted and paid according to Indonesian law. Jakarta DKI-based employees are eligible to apply for a 10% premium to compensate for increased cost of living (conditions apply). THR is paid in addition to the monthly salary. All new employees start on a one-year contract.

Other benefits include:

- 20 days of vacation per year
- work from home and flexible locations
- paid leave for volunteering, birthday and personal days
- work-from-home allowance*
- private premium medical insurance
- BPJS Kesehatan and Ketenagakerjaan
- paid sabbatical after five years of work
- employee profit-sharing is allocated each year (depending on institutional performance)

Working hours are flexible, however, Dala employees are expected to be available for meetings and communications during normal working hours Monday to Friday. We are closed on weekends and holidays.

* in which case employees supply their own equipment and facilities required for work: computer, internet connection and mobile phone.

Application

Applications will not be accepted by e-mail or standard post. If you found the job on a job posting site, you must also submit your application to us.

Applications will only be accepted from the link provided on **https://dala.institute/work-with-us/**

Please apply by the deadline on the website with the following attachments:

- Your CV. Please show us what you have done, rather than just putting job titles and organisation names. List what you accomplished. Provide a link to your LinkedIn profile if you have one.
- A video no longer than 1 minute explaining why you are a good fit for this job. Please note that you do not have to show your face or person if you don't want to. We are looking more for content than production quality. If you want to upload a PDF with a link to the video instead of the video itself, you may. If you do, please make sure the video has public access.
- A cover letter is optional. You may merge it with your CV but you are not required to, and will not be scored lower if it is missing.

You do not have to disclose (meaning we don't need or really want this information, but is fine if you include it) your:

- age
- gender identity
- marital status or family details
- ethnicity
- religion
- photo

Please DO NOT include (meaning we will be a bit upset and will probably not consider your application because you can't follow simple instructions):

- certificates and transcripts
- identification documents
- recommendation letters
- other confidential information that is not considered as part of the job application