



Job Title : **Management and local government organizational development specialist (STC)**  
Dept/Div : DSF  
Appt Type : STC  
Closing date : March 6, 2011  
Location : Jakarta, Indonesia  
Appointment : Local Hire

**Decentralization Support Facility  
Terms of Reference  
Management and local government organizational development specialist**

## **I. Activity Summary**

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This activity seeks to improve the way natural resources are managed by local governments. More effective management will boost local economic development and provide additional revenue for local governments to finance service delivery. Towards this end, the activity will: (1) examine in a small number of local governments the ways in which a sample of natural resources is managed and consider means for improving such management; (2) propose organizational changes and capacity building measures at the local level that take into account important aspects of the political economy context and draw on comparative experience; (3) build local capacity for undertaking such organisational development in two pilot areas; (4) establish principles underlying the better management of the sample natural resources that may be generalized to other local governments and/or natural resources; and (5) make suggestions for the revision of governing legislation and on broader issues of organizational design at other levels in the government system,

This activity is an adjusted version following a fail attempt to implement the previous activity concept of “Strengthening Local Government Natural Resource Management Capability” during the period of July 2010 – February 2011.

**This activity is to be implemented over a period of 7 months from 1 March 2011 to 30 September 2011. A consultant team comprising several specialists will be contracted to undertake this work. The Business Development Specialist will be offered a 60 working day contract with the possibility of additional days dependent upon project needs and performance. Alternative arrangements may be offered to an international consultant dependent upon availability and needs.**

## **II. Goal and Objectives**

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**Goal:** The goal of the activity is to strengthen local government capability to manage natural resources sustainably to generate local economic development.

**Objectives:**

- Improved local government natural resource management (NRM) systems and organisational arrangements.



- Guidelines consisting steps and principles of natural resource management (NRM) systems including “asset capitalization” and “revenue sharing” concept for local Government
- Increased knowledge and capacity within local governments to implement and sustain new systems and to undertake the organisational development activities necessary to support the implementation of new management systems.
- Design of an improved organizational design at national and provincial levels of government.

### III. Scope of Activity and Deliverables

The **Management and local government organizational development specialist** will support a team leader who will lead a team that will perform the following services:

- (1) Desk review of literature, legislation and policy concerning NRM in Indonesia at the national level;

**Deliverable:** Literature review report

- (2) Detailed investigation into management and organisation and other aspects of capacity for the management of selected natural resources in two pilot provinces, and develop a pre-business plan as a part of the recommendations for both provinces;

**Deliverables:**

- Assessment report on current management and organization systems for the selected natural resources
- Report on management and organisational capacity on natural resources in pilot local governments, including recommendations for change in pilot local governments
- Draft of pre-business plan for selected districts in the two pilot provinces. Specific sectors for each district will be determined after a detail investigation has been done

- (3) Recommendations for capacity development and the introduction of change in the pilots;

**Deliverable:** Strategy for capacity development and the introduction of the proposed managerial changed for natural resource in pilot local governments.

- (4) Formulation of capacity development guidelines for other local governments and/or the management of other natural resources including “asset capitalization” and “revenue sharing” concept;

**Deliverable:** Generic guidelines on NRM for other local governments

- (5) Recommendations for the improvement of existing legislation and organisational arrangements at national and provincial levels pertaining to the selected natural resources



***Deliverables:*** Recommendations for revisions to national legislation and recommendations on improving organisational arrangements

## **IV. Personnel Specifications**

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### **Management and local government organizational development specialist:**

The successful candidate will hold at least a Master degree in a relevant discipline. He/she will have at least ten years of experience in carrying out management and organizational analyses and designing associated capacity development programmes. Preference is for a candidate with an in-depth knowledge of decentralization and local autonomy in Indonesia and understands how this has impacted on issues of local government organization and economic management.

### **HOW TO APPLY**

- This is a local hired position.
- Please only submit your cover letter, CV, and references (at least three names with full contact details) to: **jobsindonesia@worldbank.org**.
- **Do not forget to state your name and position applied in the e-mail subject.**
- Deadline of application is **March 6, 2011**. Late submission will not be considered; hard copy applications and phone inquiries will not be accepted.