



Be Part of MCA-Indonesia II Team

MCA-Indonesia II is seeking a qualified and dynamic individual to join our team as

Social Analysis Lead

Further details about the position and application guideline are provided below.

I. Introduction and Background

The Millennium Challenge Corporation (“MCC”) is a U.S. government agency established in 2004. Its mission is to provide assistance that will support economic growth and poverty reduction in carefully selected countries that demonstrate a commitment to democratic governance, economic freedom, and investments in their citizenry.

In December 2018, MCC’s Board of Directors selected Indonesia as eligible to develop a second Compact. The selection reflected the strong partnership MCC and Indonesia built during the first Compact.

The Indonesia Infrastructure and Finance Compact (“Compact”) was signed on April 13, 2023, and it entered into force on September 4, 2024.

The Government of Indonesia has established an Implementation Independent Agency, called the Millennium Challenge Account – Indonesia II (“MCA-Indonesia II” or “MCA”), to act as a designee in supervising and managing the implementation of the five-year Compact in Indonesia.

Detailed information about the Compact is available on the MCC website (refer to Annex I: Program Description of the Compact) and MCA-Indonesia II website.

Position: Social Analysis Lead
Grade/Pay band: D

II. Position Objective

The Social Analysis Lead provides strategic and technical leadership to MCA-Indonesia II, implementing partners, and project stakeholders to analyze and understand the social, cultural, political, and economic structures and dynamics in Indonesia that are likely to affect

the viability and success of MCC-funded programs. Drawing on that analysis, the Social Analysis Lead works with MCA-Indonesia II colleagues to design and oversee implementation of projects and activities that ensure MCC's investments will be used by and grow the incomes of the maximum number of people and businesses.

The Social Analysis Lead achieves this objective by

- 1)** advising the Executive Director (ED), MCA-Indonesia II teams, stakeholders, and MCC on critical social issues relevant to the projects;
- 2)** leading and managing design and implementation of specific social analysis-focused activities;
- 3)** providing technical guidance related to social analysis to other MCA-Indonesia II team members; and
- 4)** supervising Social Analysis team members in their roles. Given the integrated nature of the Compact, the Social Analysis Lead will work in close coordination with other projects and sectors Lead to ensure the timely, effective, and efficient implementation of plans and actions and delivery of work products.

The Social Analysis Lead will provide substantive representation of MCA-Indonesia II and the Compact among stakeholders and media and support MCA-Indonesia II leadership to effectively engage relevant government ministries and bodies, international donors and their implementing partners, and civil society stakeholders in areas that impact the short- and long-term success of the Compact.

III. Tasks and Responsibilities

- Serve as the main counterpart and technical lead for all MCA-Indonesia II professionals, implementing entities, and project stakeholders on all issues identified through social analysis and the activities and sub-activities that address important social dynamics that impact the success of the Compact.
- Conduct social analysis as relevant, specifically analysing the social, cultural, political, and economic structures and dynamics affecting households, businesses, communities, and institutions that affect project viability, success, and impacts.
- Develop the Social Analysis and Implementation Plan, which is the guiding document for any social analysis-related activity designs and risk mitigation measures involving the Social Analysis team.
- Ensure compliance with Indonesia's laws and requirements related to sexual assault, abuse or harassment, trafficking in persons and equal access to programs for women and men.
- Provide technical guidance and oversight to MCA-Indonesia II colleagues, implementing entities, and project stakeholders to ensure that the results of the social analysis conducted are integrated across activities and contracts to enhance the economic and social benefits of the Compact.
 - Specifically, be responsible for ensuring budgets, procurements and procurement plans, contracts, project management documents and systems, and consultant deliverables include appropriate planning, budget, professional resources, task descriptions, and other administrative details as identified in the Social Analysis and Implementation Plan.

- Make recommendations as necessary where social analysis-related actions can be strengthened or project benefits maximized.
 - Review deliverables for all projects to ensure appropriate and sufficient Social Analysis integration.
 - Provide actionable, concise, strategic interventions in operational documents, discussions, and debates.
- Oversee and manage activities that promote increased employment opportunities for men, women, and youth through the implementation of Compact projects.
- Oversee the stakeholder engagement strategy for Social Analysis and serve as the lead point of contact for relationships with relevant government, civil society organizations, and other stakeholders relevant to Social Analysis.
 - Provide input into stakeholder engagement plans on project design and implementation to ensure broad reach in representation of intended beneficiaries. This should include, but not be limited to, engagement with men, women, youth, vulnerable people, civil society (non-governmental and community-based organizations), and small and medium enterprises within the private sector.
- Collaborate and coordinate work with MCC's Social Analysis team and the MCC Indonesia II Country Team to ensure that activities identified in the Social Analysis and Implementation Plan are integrated into programs and that project activities provide technical inputs and information as needed. Monitor the quality of implementation in all project activities and identify areas where social analysis and integration can be strengthened.
- Lead Counter-Trafficking in Persons (C-TIP) and social risk mitigation activities related to anti-sexual harassment and sexual exploitation and abuse risks management and response, including ensuring compliance with MCC's Counter-Trafficking in Persons Policy (2021). Oversee the development and implementation of MCA-Indonesia II's TIP Risk Management Plans.
- Work closely with the Environmental and Social Performance (ESP) Lead, ESP professionals, and consultant(s) to ensure collaboration, coordination, and alignment between Social Analysis and ESP work, including stakeholder engagement, resettlement, and social performance oversight under the International Finance Corporation (IFC) performance standards.
- Directly supervise MCA-Indonesia II professionals and outside consultants providing social analysis and integration services for Compact activities and coordinate with MCA-Indonesia II professionals, as well as relevant contractors and consultants, to enable productive ongoing communication and problem solving.
- Build and maintain a Social Analysis team through recruitment, mentoring, training and development, supervision, and performance management of professionals to ensure a capacity to deliver the Compact's objectives.
- Oversee the compilation of project data related to social analysis during Compact implementation, ensuring up-to-date information on project metrics. Collaborate with MCA-Indonesia II's Monitoring and Evaluation team to ensure the collection and analysis of social and sex-disaggregated data and reporting.
- Establish and implement a quality control framework to monitor and strategically manage the Social Analysis considerations of each project, including addressing any milestones, gaps, or challenges.

- Represent MCA-Indonesia II in the media, at public events, and in stakeholder outreach on matters related to social analysis of the Compact.

IV. Key Qualifications (Education, Experience, Technical Competencies)

- Advanced university degree in social sciences, international or economic development, or another relevant field required.
- Minimum of fifteen (15) years' experience leading and integrating social analysis, and poverty reduction efforts including approximately seven (7) in a management or leadership position in programs of a similar nature, in an international development context.
- Experience with project management, including development of TORs, management of contractors, development and management of budgets and/or procurement plans, and identifying/resolving implementation challenges.
- Experience working closely with civil society, government, and other social stakeholders active in Indonesia.
- Proven experience in designing, implementing, and monitoring social-responsive interventions and leading efforts to integrate social considerations into large development projects.
- Familiarity with projects similar in nature to those supported through the Compact, including projects that seek to increase access to finance for micro-, small and medium enterprises (MSMEs), infrastructure planning, blended finance, and digital inclusion is a plus.
- Proven experience in managing, contracts and projects, specifically social aspects of large development projects, including monitoring working hours, budgets, quality control and compliance with contractual terms of reference.
- Dynamic and experienced leader with proven experience in effective team management, ethical and results-oriented leadership.
- Strong leadership skills, with a willingness to actively engage in all aspects of project delivery.
- Ability to support and motivate teams, including coaching and development opportunities to maximize production, quality of work, and achieve goals.
- Proven skills to build trust in teams that deliver results and add value by constantly looking for a better way to achieve more impactful results.
- Fluency in written and verbal communication in English and Indonesian.

V. Duration and Performance Location

The Consultant is expected to work for a base period of 12 months. There is potential for a follow-on contract to cover the implementation of the Compact. Any follow-on options will be based on satisfactory performance and mutual agreement.

Duty station: Jakarta.

Work Arrangement:

This position is Work from Office (WFO). The regular hours of work for MCA-Indonesia II are eight (8) hours per day or forty (40) hours per week. Recognizing that it is sometimes mutually beneficial for MCA-Indonesia II and the Consultant, MCA-Indonesia II generally permits work schedules to be altered within the Core Hours of 08.00 AM up to 6 PM, with the Consultants retaining the obligation to adjust his/her time to accommodate participation in any relevant meeting/assignment conducted outside of such Core Hours.

VI. Contract Type

These Terms of Reference contemplate the award of a fixed term, fixed price contract.

VII. Working Facilities

Office space and a laptop equipped with necessary software will eventually be provided to the Consultant in Jakarta.

Travel outside of the duty station may be required based on program needs. Airfare for domestic travel within Indonesia and lodging outside the Consultant's base and other cities is provided by MCA-Indonesia II.

**Note: This Position Description is subject to revisions/updates as necessary to ensure alignment to the organization's strategic direction and structure. Revisions to the description are subject to applicable MCA-Indonesia II policies and procedures, and official versions of each Position Description are maintained by MCA-Indonesia II.*

VIII. How to Apply

Interested and qualified candidates are invited to submit:

1. **Application Letter** outlining relevant qualifications, experience, and interest in contributing to MCA-Indonesia II.
2. **Comprehensive Resume/CV**

IX. Submission Instructions

Complete the Application Submission Form [[here](#)] and email your **Application Letter and CV** to hr.recruitment@mca-indonesia-2.go.id by **20 September 2026**, with the subject **"Social Analysis Lead"**.

Mandatory File Format:

- Full Name_Application Letter
- Full Name_CV

Only shortlisted candidates will be contacted for an interview.