

## Career Opportunity

We are looking to fill a **Forest Lead** role in Malaysia. An individual who brings solid expertise and a passion for FSC's mission.

### Overview of the role

We are seeking a dynamic, motivated individual to join our small but passionate team. This role requires someone with strong project management abilities, a passion for sustainable forestry, and the capability to manage stakeholder relationships across various cultures. As the Forest Lead, the successful candidate will oversee the implementation of the FSC Remedy Framework pilot project in Malaysia, support forest management growth, and ensure alignment with FSC's strategic goals.

We encourage both senior and junior professionals to apply as responsibilities can be allocated depending on experience.

**What we offer** You will be working for a truly diverse organisation, with a supportive and friendly team of international and regional colleagues sharing in the mission of taking care of the world's forests and those who rely on them. An exciting and challenging position with potential travel opportunities awaits you.

## Key Responsibilities

### 1. Strategy and Work plan development

- Develops and implements FSC regional and national strategic plan related to sustainable forest management and ecosystem services
- Manages /supports the review and revision of FSC Forest Stewardship Standards of Malaysia in alignment with FSC normative framework and contributes to FSC public consultation

### 2. Project management and implementation

- Supervises, leads or supports implementation of multi-country projects related to sustainable forest management, conservation and restoration, and related fields, including the FSC Remedy Framework pilot in Malaysia, including:
  - Review and provide feedback on reports submitted by relevant consultant(s).
  - Engage with relevant stakeholders (government agencies, NGOs, companies) to foster collaboration.
  - Manage project budgets, work plans, and timelines, ensuring alignment with organisational goals.
  - Proactively identify potential challenges and propose innovative, practical solutions.
  - Oversee administrative aspects such as record-keeping and reporting.
  - Ensure the successful delivery of the project according to FSC standards and objectives.

### 3. Sustainable Forestry and Certification Growth

- Leads efforts to expand the area of FSC-certified forests in Malaysia.
- Stays updated on key developments in sustainable forestry and the FSC normative framework.
- Supports the review and revision of FSC Forest Stewardship Standards.
- Participates in FSC consultations.
- Identifies emerging challenges and initiate projects to explore practical solutions, including field tests and research collaborations.
- Monitors progress toward FSC certification goals and ecosystem services verifications.

### 4. Collaboration and Stakeholder Engagement

- Builds and maintains strong relationships with FSC International and APAC teams.
- Works closely with external stakeholders, including forest managers, government bodies, NGOs, and local communities.
- Represents the organisation at meetings, events, and public forums.
- Fosters knowledge exchange among partners and stakeholders through workshops, presentations, and consultations.
- Liaises with experts/scientists/researchers and networks for knowledge transfer and partnership development

## 5. Research and Analysis

- Monitors and analyses drivers of and trends in the forest sector and develops strategies for leveraging investment in sustainable forest management, conservation and restoration
- Guides the development of innovative approaches in the field of integrated forest conservation and landscape management

## 6. Communications

- Works in close coordination with the FSC regional communication team as well as across the network to communicate issues and achievements to defined target audiences.
- Coordinates the development of knowledge products showcasing results of FSC forest-related and ecosystem services activities
- Contributes to the development and implementation of advocacy and information campaigns

## 7. Other Duties

- Takes on administrative tasks as needed to ensure smooth operations, given the small size of the team.
- Contributes to strategic planning, including a supporting role to the Country Director.

## Key requirements

- Master's degree (or higher) in Forestry, Environmental Science, Natural Resource Management, Ecology, Conservation/ Restoration or a related field.
  - Qualification relating to FSC forest management certification/audit preferred.
  - [Advantage] Project management
- Minimum 5 years of experience in relevant field.
- Demonstrated knowledge and understanding of sustainable forest management, conservation and restoration as well as landscape level management.
- Understanding of related subjects is an asset such as climate & biodiversity policies and framework, high conservation values, environmental finance, agro-forestry, etc.
- Proven ability to manage budgets, timelines, and stakeholder relations effectively.
- Familiarity with FSC certification processes and the FSC Remedy Framework is a plus.
- Strong analytical, problem-solving, and project management skills.
- Ability to work independently, take initiative, and perform across multiple roles, including administrative tasks.
- Innovative, enthusiastic, and willing to go the extra mile.
- Adaptable to working outside of comfort zones with minimal supervision.
- Culturally aware and comfortable working with diverse stakeholders across the APAC region.
- Language and IT Skills:
  - Proficiency in English (spoken and written) is required.
  - Proficiency in Bahasa Melayu is preferred.
  - Proficiency in MS Office
- **Other requirements:**
  - Commitment to FSC's mission and values.
  - General awareness about FSC and its system.
  - Experience in working in a multi-cultural, multi-lingual, global team.
  - Experience in working in / with an NGO or Non-Profit Organisation.
  - Demonstrated cultural awareness and sensitivity to the diversity of values, views, and approaches to issues relevant to the FSC program by stakeholders around the world.
  - Enthusiastic, positive and open-minded personality.
  - Ability to represent FSC through his/her work with exemplary personal and professional authority and conduct.
  - Ability to establish and maintain positive interpersonal relations.
  - Experience in managing and delivering training.

## What We Offer

- An exciting opportunity to make a meaningful difference to sustainable forestry, conservation and restoration in Malaysia and beyond.
- A dynamic and supportive work environment within a small, mission-driven team.
- Varying tasks, diverse opportunities and independent work style.
- Opportunities to engage with international teams and travel across the region.

## General Terms and Conditions

- Location: Klang Valley, Malaysia (Hybrid)
- Working Hours: Full time – 40 hours per week
- Duration of Employment: Temporary contract of 2 years (extension possible, subject to performance) (3 to 6-month probation)
- Starting Date: As soon as possible.
- Travel: Regular travel within Malaysia and occasionally to countries in Asia Pacific and Germany.

## How to apply

- Please send your motivation letter in English (including your salary expectation in Ringgit Malaysia) and your CV in English as email attachments to [info@my.fsc.org](mailto:info@my.fsc.org).
- Please do not send any photos of yourself.

Please be informed, that by applying for this position you automatically accept our Data Protection Information on processing your personal data.

We will confirm receipt of your application. However, only candidates shortlisted for an interview will be further contacted and will receive notice of the outcome of the selection process. Should you not receive a confirmation of receipt, please check your spam filter/folder and if you cannot find it there, contact us at [info@my.fsc.org](mailto:info@my.fsc.org).

**For FSC, inclusiveness and diversity are important values. As such, we welcome and encourage applications from all backgrounds and are entirely committed to consider all qualified applicants regardless of race, gender, sexual orientation, religion, ethnicity, age and disability.**

We look forward to your application!