

Terms of Reference: CTC-CORAL Strategy Advisor

Role type: Consultancy (10-15 days/month) for the Coral Triangle Center (CTC)

Duration: 3 months, with the potential for extension and/or transition to a full-time role, subject to securing funding, organizational needs, and approval at that time.

Location: Preference to be based at one of CTC's offices (Bali or Ambon), but remote is possible

Reports to: Coral Triangle Center (CTC), in close coordination with Conservation Science Director and Associate Director, Program Operations, Coral Reef Alliance (CORAL).

1. Background

The Coral Triangle Center (CTC) is a non-profit foundation based in Indonesia since 2010, working to conserve coral reef ecosystems and support sustainable coastal livelihoods across the Coral Triangle. The Coral Reef Alliance (CORAL) is a global NGO established in 1994 and focused on coral reef conservation. CTC and CORAL are both part of the ClimateREEFS partnership in the Coral Triangle, and also have signed an MOU to collaborate on coral reef and coastal conservation, support climate-resilient communities, and mobilize resources and strengthen capacity for shared priorities. Through this partnership, CORAL and CTC aim to advance climate-resilient marine protected area networks and other effective area-based conservation measures (OECMs), alongside wastewater solutions that benefit reef health.

Priority geographies in Indonesia initially include Ambon, Maluku, where CTC has had an office since 2016, with possible expansion to other sites including Nusa Penida, Lucipara, and additional locations to be determined. At the regional level, both organizations are contributing to the Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security (CTI-CFF), linking local learning in Maluku with broader regional policy, adaptation, and learning efforts. Together, these efforts will develop practical demonstration sites while informing broader collaboration and learning across Indonesia and the Coral Triangle. Additional goals are to translate insights into practical management and resilience strategies, develop regional capacity and knowledge exchange, support the scaling of best practices, and strengthen leadership for marine conservation across the region.

CTC therefore seeks a consultant to advance this partnership, build strategic relationships, interpret the political context, and identify early implementation opportunities in close coordination with CTC and CORAL technical teams.

2. Objectives

The consultant will help CORAL and CTC identify strategic opportunities and build the relationships and partnerships needed to advance climate-smart reef science, wastewater management and land-based pollution reduction. This will also help re-establish CORAL's credibility in Indonesia and lay the foundation for long-term impact.

Specifically, the consultant will:

- Help identify and scope strategic opportunities in Indonesia by analyzing political and institutional opportunities and developing insights to guide what is feasible, when, and with whom.
- Lead the design and early implementation of shared priority initiatives.

3. Scope of Work

3.1 Regional Landscape Analysis and Stakeholder Engagement

- Work with CTC staff, CORAL, and others to assess, develop and deliver a key stakeholder map identifying key institutions, champions, partners, and potential allies across coastal and marine governance, regional initiatives, and donor landscapes,
- Attend mutually agreed priority meetings, forums, workshops, and field visits to provide local context, facilitate relevant connections, and advise CORAL and CTC on potential approaches to regional engagement.
- Develop and provide mutually agreed communication materials, such as, concise updates, stories, and photos that can be used in newsletters, social media, and donor communications.
- Assess and recommend opportunities to connect our joint Indonesia work to regional alliances, shared initiatives, and major funding streams.
- Provide monthly contact notes and context updates and a quarterly report summarizing key developments, risks, opportunities, and emerging pathways for influence.

3.2 Climate-resilient reef networks and wastewater planning

- Assess and recommend opportunities to strengthen climate-resilient marine protected area network planning and decision-making, drawing on ClimateREEFS results and relevant technical inputs.
- Develop an assessment of key partnerships, government engagement opportunities, and entry points for regional influence on climate-resilient reef networks and wastewater improvement projects.
- Identify major opportunities for wastewater initiatives, including potential partners, leverage points, and pathways to elevate wastewater as a priority in Indonesia and across the region.
- Develop and deliver agreed-on wastewater learning and knowledge sharing across Indonesia and the Coral Triangle through convenings, knowledge exchange opportunities, and concise knowledge products, as agreed.
- Develop recommendations for potential next steps across both workstreams, including workplans, partnership discussions, and implementation steps.

Additional services beyond this Scope of Work may be performed only by mutual written agreement and, if applicable, adjustment to the compensation or schedule.

6. Qualifications

- 7–10+ years of experience in marine conservation, environmental governance, or related fields in Indonesia.
- Proven experience working with governments, communities, and NGOs on marine spatial planning, MPAs and/or wastewater/water-quality issues.
- Demonstrated skill in relationship-building, governance, collaboration, facilitation, and navigating complex political and institutional dynamics.
- Highly organized and a clear, concise communicator, able to synthesize complex discussions into actionable notes and briefings.
- Excellent written and oral communication skills in English.
- Candidate must be legally allowed to work in Indonesia, be based in Indonesia, and be able to travel periodically.

8. How to apply

Interested candidates should submit the following in a single PDF file by email to info@coral.org, with the subject line “Coral Triangle Advisor – Marine Conservation”:

- A one-page cover letter outlining relevant experience and motivation for this consultancy.
- A current CV (maximum 3 pages), including contact details for two professional referees.

Applications will be reviewed on a rolling basis beginning September 21 2026. Only shortlisted candidates will be contacted for an interview.