

DECEMBER 2025

## JOB DESCRIPTION

### Coordinator Policy and Advocacy

#### POSITION SUMMARY

**Contract Type:**

- Part time (3 - 4 days p/w)
- 3 years

**Location:** Australia

**Working arrangements:** Flexible – working from home is allowable. Regular international travel is required (Pacific and the Global North)

**Reports to:** CEO

**Supervises:** no direct reports

**Intervention / area of focus:** Advocacy for high integrity and fair carbon market policy in the Pacific and internationally. Focused on safeguarding and enabling fair opportunities for Indigenous peoples and local communities to participate (particular focus on Solomon Islands, PNG and international markets policy)

#### WHO IS NAKAU?

The [Nakau Programme](#) Pty Ltd (Nakau) was established in 2015 as a social purpose Australian company. We work with Indigenous People and customary landowners across the Pacific Islands to develop nature-based solutions, including community-owned carbon projects and other formats of payment for ecosystem services (PES) that support nature, people, culture and climate resilience.

Our purpose is to substantially increase the area of ecosystems protected, restored and managed under community-based conservation arrangements, which are financed sustainably and enhance indigenous peoples' rights and wellbeing, while reducing vulnerability to climate change impacts.

We partner with local organisations, communities and governments across five Pacific Island countries: the Solomon Islands, Vanuatu, Fiji, PNG and Samoa. Nakau operates under a blended finance model where we receive grant funding from donors through overseas development assistance programs, and generate finance through carbon credit sales, consultancies and investment.

#### THE POSITION

The position will lead Nakau's role in delivering the *Shaping Carbon Markets for Indigenous Peoples and Local Communities (Asia-Pacific)* project. The project addresses exclusion and risks faced by Indigenous Peoples in rapidly evolving national and international forest carbon markets. You will advocate for forest carbon market frameworks that safeguard Indigenous peoples' rights, leadership and access to benefits, to provide an alternative viable revenue source for Indigenous people from sustainably managed forests.

Through this role you will engage with indigenous communities, civil society organisations, (including marginalised groups), as well as national civil society and government actors engaged in forest and carbon policy. You will also engage with carbon market regulators, buyers, and development partners at the international level.

In practice the role will involve:

- Working closely with local NGO and community partners in the Solomon Islands and PNG, to conduct research and analysis and generate practical, locally grounded evidence to inform carbon market policy positions and advocacy.
- Conducting financial and policy analyses and producing project case studies. Analyses will focus on helping decision-makers understand the impact of different policy scenarios on the social and financial feasibility of indigenous led projects.
- Delivering capacity building activities for effective participation of government, civil society, and indigenous representatives in carbon market policy formulation. This will include supporting “technical working group” members of the Solomon Islands Carbon Markets Policy Development project and civil society networks in PNG.
- Undertaking targeted advocacy and relationship-building among international development partners, corporate buyers, and carbon standard-setters. This will involve attending international events such as UNFCCC COP.
- Supporting design of recommended procedures to improve cost-efficiency and scalability for Indigenous led projects. This will include projects operating within the VCM and for potential nesting in approaches such as jurisdictional REDD and the TFFF.
- Using your project management skills to coordinate the above activities through preparation of work plans, budgets and reporting, to deliver the project in accordance with Nakau and donor requirements.

This role is ideal for someone with a background in environmental policy (preferably carbon market policy), with strong commitment to indigenous rights, social justice and environmental sustainability. Nakau is a highly adaptive, dynamic organisation suited to people who want to work as part of a small team to make a large impact.

## **ABOUT YOU**

If this job is for you, you will be excited and undaunted by the challenge of assisting local NGO partners and customary landowners in the Pacific to advocate for their interests in relation to the dynamic and complex carbon market policy environment. You will be comfortable working with other technical experts and high-level Government stakeholders, such as department heads and Ministers. You will have worked in the environmental policy space and in the international development sector previously and have a mix of skills in stakeholder engagement, policy analysis and formulation and project management capabilities.

Ideally you will bring to this role technical skills in one or more of the following areas: policy analysis, financial analysis, forestry, GIS analysis and mapping, advocacy or social research.

You'll be someone who demonstrates maturity of judgement, flexibility, creativity, responsiveness, initiative, ability to empower others, and the ability to follow through. You'll have the ability to take a considered approach, ability to work within a small but growing organisation, have openness to learning, a sense of humour and an unconditional personal commitment to indigenous rights, social justice and environmental sustainability.

The ability to work effectively with partner organisations and landowner communities in the Pacific is required, both remotely and in person. You must be a great communicator who is able to work well in a cross-cultural environment and be consultative and collaborative. Ability to speak Solomon's Pidgin is desirable but not a requirement.

You will ideally have more than 5 years' experience in environmental policy or International development and demonstrate organisation, analytical thinking, initiative and innovation in previous work. Experience in managing donor grants and working with the Not-for-Profit sector is beneficial.

We are looking for someone who can share our vision and match the high level of integrity we set for ourselves and our operations.

**Required Selection Criteria**

- A bachelor's degree or higher qualification in any one of the following areas: international/environmental policy or law, forest science, environmental science; social science; GIS; international/community development.
- At least 5 years' experience working in policy analysis or advocacy in the environment sector, development sector or similar (preferably internationally)
- Experience working in cross cultural settings, particularly with indigenous peoples preferably in the Pacific
- Ability to work in a dynamic sector and adapt to rapidly changing requirements.
- Ability to work independently when required, both in Australia and while travelling.

**Desirable Selection Criteria**

- Postgraduate qualifications in any of the areas referred above.
- Qualifications or experience in the carbon sector or environmental markets
- The ability speak more than one language, preferably Solomons Pijin/Tok Pisin/Bislama or another Pacific language.
- Experience in managing donor grants and working with the Not-for-Profit sector

**REMUNERATION**

Remuneration to be negotiated commensurate with experience and subject to budget availability. Working from home allowance (if applicable). Annual leave of 5 weeks per year, pro-rata.

**COMMENCEMENT**

FEBRUARY 2026 (Negotiable)

**HOW TO APPLY**

- Applicants need to provide their CV and an *expression of interest* (EOI not exceeding 2 x A4 pages) that must demonstrate relevant experience, capabilities and personal attributes for undertaking the position (see selection criteria above)
- Applications should be submitted via the Ethical Jobs website
- Short listed candidates may be requested to provide further information, and a small group will be selected for interview.

**FURTHER INFORMATION**

Further information about Nakau is available online:

Website: [www.nakau.org](http://www.nakau.org)

LinkedIn: <https://www.linkedin.com/company/nakau/>

Facebook: [www.facebook.com/NakauProgramme/](https://www.facebook.com/NakauProgramme/)

Instagram: [https://www.instagram.com/the\\_nakau\\_programme/](https://www.instagram.com/the_nakau_programme/)

Please contact [michel.fowkes@nakau.org](mailto:michel.fowkes@nakau.org) for specific enquiries regarding the position.