

IRMA Overview

The Initiative for Responsible Mining Assurance (IRMA) envisions a world in which the mining industry respects human rights and the aspirations of affected communities; provides safe, healthy and respectful workplaces; avoids or minimizes harm to the environment; and leaves positive legacies.

Mining is a complex and intensive process that causes environmental and social change no matter where it occurs. Founded in 2006 by a coalition of non-governmental organizations (NGOs), affected communities, mining companies, organized labor, and businesses using minerals and metals in their products, IRMA has developed a set of standards and a third-party independent verification system to measure social and environmental performance at mine sites globally.

As interest and engagement in IRMA continues to grow, we are now seeking an individual to join our team to serve IRMA regional engagement in Indonesia, with a focus on affected communities, workers, and NGOs. This position collaborates closely with the IRMA Sector Lead, Civil Society, Law and Policy Director, Regional Lead, Africa, and our broader team of sector and regional leads.

Please note that this position is for a term-limited, grant-funded independent contractor role. Due to the nature of specific projects, strong preference will be given to candidates who are based in Indonesia, or who have prior experience working with mining-affected communities in Indonesia.

Projects and Responsibilities

- Serve as one of IRMA's leading points of contact for stakeholders and rights holders in the region.
- Develop materials and sessions to support regional engagement with and understanding of the IRMA Standard and system to serve civil society sector stakeholders.
- Leading in-region partnership engagement and project coordination in Indonesia to co-design and pilot tools with community and labor leaders to improve IRMA's Community Impact Survey, make IRMA's Feedback and Complaints Mechanism more accessible, and increase community access to and engagement with IRMA.

- Develop and maintain a program of two-way awareness, to:
 - Bring insight into IRMA on the issues of mining in the region, how IRMA might serve goals for improved environmental and social responsibility, and ensure IRMA's accountability as it operates in the region, and
 - Carrying outward to leaders across the region insight on how IRMA can support improved practices to protect environmental and social responsibility where mining happens and add value for this improvement across the region.
- Collaborate across the IRMA team to drive continuous improvement of the IRMA system, ensuring that IRMA is accountable and responsive to the stakeholder sectors involved in IRMA.

Qualifications

The ideal candidate will possess some or all of the following attributes and expertise:

- A collaborative and mission-led mindset, with an understanding of voluntary initiatives like IRMA as one tool to drive positive change in the mining industry
- A solutions-oriented and diplomatic approach to leadership and stakeholder engagement
- Experience engaging communities and building relationships with community leaders and organizations in the Asia Pacific region, especially in Indonesia
- Understanding of the unique interests, concerns and value of IRMA's stakeholder sectors, and respect for IRMA's model of equal service, accountability, respect and value delivered to all stakeholder sectors affected by mining
- Excellent project management skills, including handling, directing, and prioritizing multiple assignments and projects
- Comfort with public speaking, presentation delivery, and meeting facilitation
- Cultural competency and passion for promoting a sense of belonging across diversity of age, gender, race, sexual orientation, gender identity, class, learning differences, culture, and religious or spiritual beliefs
- Demonstrated leadership skills, ability to lead and motivate others and show concern for people, our network of colleagues, and respect for the concept of equal multi-stakeholder leadership
- Ability to advance projects and build collaborative relationships in a virtual, self-driven setting, given that IRMA operates fully remotely, with team members located globally
- Proficiency in English; fluency in Bahasa Indonesia strongly preferred, but not required

Terms

This is an independent contractor position, with project term beginning in March 2024 until May 2025.



The pay rate for this position is between \$45-55 USD/hour for up to 15 hours/week of project work. Pay will be commensurate with the candidate's experience.

Location

IRMA operates fully remotely, with team members located globally. Position location can be flexibly-based in the Asia Pacific region, with a strong preference for candidates based in Indonesia. Location should have reliable internet for consistent access during working hours to email, Zoom, and other web-based communication platforms.

Travel

The position will require occasional in-region travel, identified to strategically support the program and organizational goals. Travel expenses will be covered by IRMA and reflect organizational commitment to health, safety, and comfort within reasonable bounds of IRMA's nonprofit structure and budget.

Equal Employment Opportunity

IRMA is an Equal Opportunity employer. All employment decisions at IRMA are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion, national origin, gender identity, sexual orientation, age, disability. We will not tolerate discrimination or harassment based on any of these characteristics.

To Apply

Please submit a cover letter and CV/resume to careers@responsiblemining.net by 31 January 2024. Applications received after the deadline will be assessed on a rolling basis.

