



Program Director

Candidate Pack | May 2026



About Cowater International

Cowater International is a global company that partners with governments, markets and communities to deliver lasting impact through inclusive growth, stronger institutions and resilient societies. For more than 40 years, Cowater has combined the agility of a private firm with the purpose of a mission-driven organisation, delivering over 5,000 projects across more than 100 countries. Their work spans governance, economic development, climate resilience, institutional strengthening, and public sector transformation.

As Managing Contractor for Prospera Phase 2, Cowater International is responsible for delivering one of Australia's most significant bilateral economic development partnerships in Indonesia. Cowater brings together deep technical expertise, policy insight, and on-the-ground implementation capability to ensure sustainable and lasting impact across complex operating environments.

Program Overview – Prospera Phase 2

The Australia–Indonesia Partnership for Economic Development (Prospera) is Australia’s flagship economic development partnership with Indonesia. The programme builds on more than three decades of cooperation between the Australian and Indonesian governments and supports Indonesia’s efforts to promote sustainable, inclusive, and climate-resilient economic growth.

Prospera works with key Indonesian economic institutions to strengthen economic policy frameworks and institutional capability across areas including:

- Macroeconomic policy
- Financial sector development
- Public financial management
- Tax policy and administration
- Investment policy
- Labour markets
- Digital transformation
- Regional and international economic engagement

The programme combines high-level policy advisory services with government-to-government partnerships between Indonesian institutions and Australian Public Service agencies, creating a uniquely strategic and politically significant platform for development and collaboration.



The Role

Role:

Program Director

Location:

Jakarta, Indonesia (Full Time)

Salary:

AUD 28,000 – 30,000 gross per month



Job Summary

The Program Director is the most senior leadership position within Prospera and holds ultimate responsibility for the strategic direction, executive leadership, and successful delivery of the programme.

This role sits at the centre of one of Australia's most significant bilateral partnerships and requires exceptional leadership across policy, diplomacy, stakeholder engagement, and programme management.

The Director will ensure the delivery of high-quality economic policy engagement with Indonesian partner

institutions while strengthening institutional collaboration between Indonesia and Australia. The role requires leadership of a large multidisciplinary team of more than 100 professionals and regular engagement with senior Indonesian government officials, DFAT, and Australian Public Service partners.

Success in this role requires strong intellectual credibility in economic policy, political economy awareness, and the ability to build trusted relationships with senior decision-makers across complex institutional environments.

Responsibilities

Strategic Leadership

- Provide overall strategic direction and executive management of Prospera Phase 2
- Shape and execute the programme vision aligned with Australian Government and Indonesian government priorities
- Ensure delivery remains adaptive, high quality, and politically informed across a complex development agenda
- Maintain strong governance, accountability, and delivery oversight across all programme functions

Stakeholder Engagement

- Build and sustain trusted relationships with senior Indonesian government counterparts
- Lead engagement with DFAT, the Australian Embassy, and Australian Public Service agencies
- Represent the programme at senior external forums and high-level policy discussions
- Strengthen bilateral cooperation between Australia and Indonesia through effective partnership leadership

Organisational Leadership

- Lead and inspire a large multidisciplinary team of 100+ staff across diverse technical areas
- Ensure strong performance, coherence, and collaboration across programme workstreams
- Foster a culture of professionalism, integrity, inclusion, and excellence
- Support senior team development and succession planning

Delivery and Performance

- Balance strategic vision with practical programme execution
- Ensure high standards of policy advisory support and measurable development outcomes
- Oversee programme performance, risk management, and stakeholder reporting
- Navigate complex political economy dynamics while maintaining delivery momentum



Candidate Profile

Professional Experience

The successful candidate will be a highly respected senior leader with significant experience in:

- Economic policy
- Economic governance
- Public sector development
- Institutional strengthening
- International development and government advisory

Candidates will demonstrate a strong track record of leading complex policy initiatives, major change programmes, or large institutions within politically sensitive environments.

Experience working directly with Indonesian government institutions is highly desirable, particularly where candidates have also worked closely with Australian government stakeholders, DFAT, multilateral institutions, or major international advisory platforms.

Leadership Attributes

The successful candidate will demonstrate:

- Strong intellectual credibility in economic policy and public sector development
- Exceptional stakeholder engagement and relationship-building capability
- Strategic judgement and sound political economy awareness
- Experience operating successfully within complex bilateral and institutional environments
- The ability to lead diverse, high-performing professional teams
- Strong diplomacy, influence, and negotiation skills
- High standards of professionalism, collaboration, and integrity
- The ability to combine strategic leadership with operational delivery discipline

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete the online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-0526-CowaterInternational or Pat-Jones-CoverLetter-0526-CowaterInternational.

Timeline

- **Closing Date:** 4th July 2026. Applications will be reviewed on a rolling basis and the position will close when filled. Early application advised.
- **First Stage Interviews:** TBC
- **Final Interviews:** TBC

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Cowater International's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at nsutcliffe@oxfordhr.com in the first instance.





About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have. Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success.

We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: oxfordhr.com



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