

Team Leader, Katalis Phase II

Start Date	Immediate	Duration	2 years with a possible extension until the end of program based on performance
Location	Jakarta, Indonesia	Reports To	Palladium Contractor Representative

Palladium is a global development and consulting firm, part of the GSI Consulting Group, working alongside some of the world's leading project management and engineering organisations. We partner with governments, businesses, investors and communities to design and deliver complex programs that create lasting impact. With a presence across more than 90 countries, Palladium offers the opportunity to work on meaningful challenges, alongside talented colleagues, in environments where your work can truly make a difference.

Program Overview

Katalis Phase II (2026–2031) is a partnership between the governments of Australia and Indonesia, funded by the Department of Foreign Affairs and Trade (DFAT), and implemented in collaboration with the Government of Indonesia. The program strengthens bilateral economic engagement under the Indonesia–Australia Comprehensive Economic Partnership Agreement (IA-CEPA) through two mutually reinforcing pillars:

- Pillar 1: IA-CEPA institutional architecture & policy reform (secretariat and implementation support).
- Pillar 2: Skills, Businesses & Inclusive Growth, including the Katalis Business Partnership Fund (KBPF) to test, scale, and commercialise inclusive, climate-smart business models with Indonesian SMEs and Australian partners.

Purpose of Position

The Team Leader plays a pivotal role in shaping and delivering the Katalis program, providing overall leadership across strategy, implementation, team performance and partner engagement. Based in Jakarta, the role offers a unique opportunity to lead a flagship Australia–Indonesia initiative and influence outcomes that matter for inclusive economic growth.

Working closely with DFAT, the Team Leader sets strategic direction, ensures technical excellence, and translates client priorities into effective, high-impact delivery. The role combines strategic leadership with hands-on oversight of financial management, monitoring and risk, while fostering a collaborative, high-performing team culture. In addition, the Team Leader guides learning, intelligence and communications to strengthen program impact, adaptability and reputation with government and private sector stakeholders.

Primary Responsibilities

Program Leadership and Strategy

- Provide overall leadership and full accountability for the delivery of all aspects of the Katalis program, including team performance, program implementation and partner engagement.
- Develop and implement a clear program strategy aligned with DFAT's expected outcomes, Palladium's approach, and Australian Government policy objectives.
- Ensure continuous progress toward End of Program Outcomes (EOPOs), regularly reviewing and adapting strategies based on evidence, contextual shifts and program learning.
- Build and implement solutions that deliver value for money and embed sustainable business principles across program delivery.

Client and Stakeholder Engagement

- Act as the primary senior liaison with DFAT, relevant Indonesian Ministries and Agencies, and other key stakeholders.
- Build and maintain strong, strategic relationships with DFAT, Gol counterparts, private sector partners and other stakeholders, informed by client and market trends.
- Lead engagement with DFAT to monitor progress, negotiate adjustments, assess contract performance, escalate risks, and respond effectively to feedback.
- Support collaboration with other DFAT programs and pursue strategic partnerships with civil society organisations, think tanks and the private sector.

Governance, Planning and Reporting

- Lead the development, maintenance and delivery of all programmatic and operational strategies, plans and reports, ensuring appropriate consultation with DFAT, Gol, the Katalis team and Palladium management.
- Oversee the effective delivery of the program communications strategy, supporting transparent and timely communication with DFAT, government partners and external stakeholders.
- Lead intelligence gathering, learning and knowledge management to strengthen program effectiveness and reputation.

Financial Management, Risk and Compliance

- Oversee sound financial management and compliance, including budgeting, forecasting, procurement, banking, reconciliation and invoicing, in line with all relevant policies, processes and legislation.
- Lead the development and implementation of risk management strategies, ensuring risks are identified, assessed and mitigated to safeguard the program's delivery and reputation.

People Leadership and Culture

- Lead, guide and mentor the senior management team, fostering a high-performing, collaborative and adaptive culture aligned with DFAT and Gol expectations.
- Drive change management as required, effectively leading teams through complexity and ambiguity.
- Provide coaching and mentoring to direct and indirect reports, supporting continuous learning, staff retention and career progression.
- Build team capability, role-model desired behaviours, and promote a professional, inclusive and positive organisational culture.

- Demonstrate strong influencing and negotiation skills, adapting leadership and communication styles to different audiences.

Other Responsibilities

- Comply with and promote DFAT policies across all aspects of implementation, including GEDSI, safeguarding, fraud and anti-corruption, PSEAH, child protection, and environmental and social safeguards.
- Operate with high levels of integrity, consistent with DFAT's Ethics, Integrity and Professional Standards Policy Manual.
- Undertake local and international travel as required.
- Perform other duties as reasonably required by the Contractor Representative or DFAT, consistent with the role and experience.

Qualifications and Experience Required

Required Qualifications

- Tertiary qualifications in a relevant discipline, or an equivalent combination of relevant experience and education.
- Business-fluent English language skills.

Required Experience

- Experience working in international trade and cross-border investment initiatives.
- Significant experience leading large, complex development programs, preferably DFAT-funded, including planning, monitoring and evaluation.
- Demonstrated success managing large government-funded budgets, with strong financial, commercial and value-for-money acumen.
- Proven experience building and sustaining effective relationships with senior stakeholders, including donors, government agencies, senior officials, private sector partners and local communities.
- Strong leadership capability, with experience leading, coaching and mentoring high-performing teams.
- Sound understanding of compliance, risk management and governance requirements in DFAT-funded programs.
- Strong analytical skills, with the ability to assess program performance, interpret data and drive continuous improvement.
- Excellent written and verbal communication skills, including the ability to prepare high-quality reports and present confidently to senior audiences.
- Demonstrated commitment to equity, diversity and inclusion, particularly in multicultural and multi-stakeholder environments.
- Willingness and flexibility to travel domestically and internationally across the APAC region.

Desirable Experience and Skills

- Experience working in both Indonesia and Australia, or in similar bilateral or regional contexts.
- Intermediate Indonesian language skills.

Core Capabilities

Palladium's [Core Capability Framework for APAC Projects](#) outlines the standard of performance and behaviours expected at each level within the organisation. It also provides a benchmark for assessing areas of potential strength as well as the identification of potential skill gaps or areas for development and improvement.

The Capability Framework forms the basis of how we recruit, how we lead and the behaviours we exhibit, how we manage performance excellence and develop our future workforce.

Our capabilities link to a number of other processes, policies and guidelines including:

- Performance management/ performance excellence - setting and maintaining standards and helping employees excel and develop
- Career Pathways including our Career Progression Framework
- Organisational design – identifying any skills gaps, outlining job roles and responsibilities
- Development, growth, learning, and training
- Sustainable business – going beyond compliance to ensure sustainable and ethical considerations are woven throughout everything we do. This aligns equity, diversity and inclusion; safeguarding; and environmental objectives