

Destructive Fishing Watch (DFW) Indonesia

Terms of Reference

for

Public Interest Lawyer

Job Title	Public Interest Lawyer (1 position)
Duty Station	Jakarta and field
Expected Start Date	February 2026
Duration	8 Months
Report to	Human Rights Manager & Director Program

I. ABOUT DFW INDONESIA

Destructive Fishing Watch (DFW) Indonesia is a national institution in the form of an open alliance/consortium that brings together institutions and individuals who care about destructive fishing (DF) or Environmentally Friendly Fishing (PITRaL) activities, poverty, climate change, indigenous people, natural disasters, and fisheries human rights in Indonesia. The institution was formed in Makassar, South Sulawesi on Friday, October 27, 2000 and formalized with notarial deed No. 2 dated October 19, 2003. For the two decades, DFW Indonesia has established a variety of experiences and portfolios in the world of marine and fisheries, especially on the issue of DF, Illegal Unreported Unregulated Fishing (IUUF), empowerment of coastal communities, small islands, remote, outermost and isolated areas.

II. BRIEF PROJECT DESCRIPTION

In 2019, DFW then strengthened its portfolio in the fisheries labor sector, focussing primarily in modern slavery and forced labour issues. The institution initiated Fishers Center, an alternative grievance platform for Indonesian fisheries workers due to the absence of such service in Tegal. Along with the many cases received by the Fishers Center from various regions in Indonesia, the Fishers Center transformed into a National Fishers Center (NFC) in 2022. This change aims to make the scope of services even wider, including fishery workers and fishermen, and cover all regions in Indonesia. Under this initiative, DFW Indonesia enhanced its works in providing operational and

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case management support to the National Fishers Center (NFC) on crew complaints, participating in raising awareness of fishery workers for association and improving ease of access for National Fishers Center Indonesia services nationwide. In addition to the grievance system, DFW Indonesia also designs and produces educational and information materials to support campaigns for fisheries workers, both Fish Processing Unit workers and Fishing Vessel Crews, through NFC.

III. SUMMARY POSITION

We currently open a Public Interest Lawyer position who will play a critical role in strengthening the legal support portfolio of DFW Indonesia's National Fishers Center (NFC-I), a national alternative grievance platform for Indonesian fishery workers. Their primary focus is combating modern slavery and forced labor within the Indonesian fisheries labor sector. The lawyer will utilize the NFC-I platform to provide essential legal aid and follow-up on complaints received from fishery workers (including Fishing Vessel Crews and Fish Processing Unit workers) and fishermen across Indonesia.

IV. TASK AND RESPONSIBILITIES

- Legal Case Management: Follow up on legal action for complaints received via the NFC-I platform and ensure regular reporting on case progress;
- Outreach and Advocacy: Conduct both online and offline outreach and awareness campaigns to educate fishery workers on their rights, primarily in DFW Indonesia sites such Jakarta, Benoa, Bitung, Pekalongan, and Dobo;
- Program Support: Assist the NFC-I in implementing training and empowerment programs as needed;
- Coordination and Participation: Coordinate work with other DFW Indonesia divisions and actively support broader organizational activities.

V. KEY QUALIFICATIONS

- Bachelor's degree in law
- Have work experience in the legal field of at least 2 years;
- Age 25-35 years old;
- Already have Advocate Licence is preferred;
- Have good understanding of Labor Law;

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- Interested in employment issues in the fisheries sector and social communities in coastal areas
- Have good understanding of public advocacy and human rights;
- Willing to be stationed in Jakarta, but also other areas that are hotspot areas of this project for the certain times;
- Able to work in a dynamic team;
- Able to operate MS Office and Google Workspace features;
- Female encouraged to apply

VI. DURATION AND WORK LOCATION

Employees are expected to work for a base period until 30 September 2026. There is potential for a follow-on contract to cover the implementation with an increased amount of salary based on inflation. Any follow-on options will be based on satisfactory performance and mutual agreement.

VII. BENEFIT AND FACILITIES

- Basic Salary
- Health Insurance
- BPJS-TK
- Cellphone Allowance
- Hybrid Work scheme
- Transportation allowance and accommodation during business trip

VIII. REGISTRATION

Applicants must send their applications to career@dfw.or.id no later than January 31, 2026, at 11:59 PM WIB. Please write "HSP PIL FF - Applicant's Name" in the email subject line. Applications must include (i) a cover letter/motivation letter, (ii) a recent resume, and (iii) other attachments summarizing the applicant's qualifications and competencies for the position.

Only selected candidates will be contacted by DFW Indonesia. Please ensure that, before applying, you carefully read the required qualifications and competencies to ensure they match yours.

IX. OTHERS

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All applications will be treated confidentially. If you have any special concerns regarding data security, please inform us by email when submitting your application.

- DFW Indonesia's processing is free of charge.
- DFW Indonesia's maintenance process may be delayed under certain circumstances.

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