Position vacancy

Director of Programme Performance

Location: Either in one of our global offices (Bristol or London - UK, Madagascar, Belize, Indonesia, Timor-Leste, Kenya, Senegal), or home-based within countries where Blue Ventures has administrative capacity (Tanzania)

Closing date for applications: 5 November 2024

Contract status: Global post, full time

Start date: As soon as possible

Contract duration: Permanent

Remuneration: Salaries are gross per annum and will be in line with national salary grades and experience; UK: circa £68,405 - £79,205; Belize: circa BZD 105,246 - BZD 136,167; Timor-Leste: circa $43,048 - $63,710; Kenya: circa KES 8,200,933 - KES 12,137,381; Tanzania: circa TZS 137,448,2770 - TZS 203,423,450; Senegal: XOF 38,749,823 - XOF 57,349,738; Indonesia: IDR 819,656,485 - IDR 1,213,091,597 Madagascar: circa MGA 200,388,967 - MGA 361,582,361 (net per annum; only applicable in Madagascar)

Salary Band: A1

We rebuild tropical fisheries with coastal communities

Blue Ventures is a marine conservation organisation that puts people first. We support coastal fishers in remote and rural communities to rebuild fisheries and restore ocean life. Our work began two decades ago in Madagascar's remote coastal communities and is growing globally.

Across a dozen countries, we're partnering with traditional fishers and community organisations to design, scale, strengthen, and sustain fisheries management and conservation at the community level. We bring partners together in networks to advocate for reform and share tools and best practices to support fishing communities worldwide.

Summary job description

As the Director of Programme Performance, you will be pivotal in leading a team responsible for the design, implementation, and management of monitoring, evaluation, and learning (MEL) systems. Your leadership will be critical in developing performance indicators and data pipelines that inform organisational and programmatic key results, guide data-driven decision-making, and deliver meaningful impact assessments.

The Director of Programme Performance will ensure the effective development of culturally relevant, community-centric performance indicators and alignment with donor requirements. They will collaborate closely with the Data Science and Technical Knowledge teams to design and refine performance indicators, implement monitoring frameworks, and develop data flows that align with Blue Ventures' strategic goals.

This role also includes overseeing the integration of community feedback, fostering continuous learning, and ensuring that programmatic data informs adaptive management.

The ideal candidate will be an experienced leader with a strong background in marine conservation, socioeconomics, and MEL systems and experience working with small-scale fishing communities in diverse geographical contexts. This role will report to the Chief Technical Officer.

Key Responsibilities

Team Leadership and Management:

- Lead, mentor, and manage the Programme Performance team to achieve critical programmatic and organisational objectives. Ensure team members have the necessary skills, resources, and support to deliver high-quality MEL activities across Blue Ventures' programs.
- Foster a collaborative, inclusive team environment that promotes innovation, continuous learning, and professional development.
- As the Director of Programme Performance, you will foster a culture of professional development within the team. This will involve encouraging staff to pursue relevant certifications, attend workshops, and engage with industry networks in MEL, thereby promoting continuous learning and growth.

Strategy Development:

- Lead the integration of monitoring, evaluation, and learning (MEL) strategies with Blue Ventures' long-term strategic objectives, ensuring that performance data drives organisational growth and innovation.
- Stay abreast of emerging technologies and trends in MEL activities to incorporate them into strategy and ensure competitive advantage.
- Collaborate with senior leadership to align MEL activities with Blue Ventures' overall vision, adjusting strategies to address programmatic and organisational priorities.

Project Management:

- Ensure that MEL initiatives adhere to project management best practices, focusing on maintaining high-quality deliverables, scalability, and sustainability across regions.
- Oversee the execution of robust quality assurance processes for all MEL initiatives, ensuring that performance data is accurate, timely, and actionable.
- Ensure that MEL frameworks and tools are designed for sustainability, allowing for consistent application across various geographies and evolving contexts.

Performance Indicators:

- Lead the team in developing and refining performance indicators to accurately measure programme outcomes and impacts, ensuring they reflect the unique goals of Blue Ventures' four programme pillars.
- Ensure the team's culturally relevant and community-centric performance indicators align with community values and donor requirements.
- Oversee the integration of performance indicators into donor reporting frameworks, ensuring transparency and alignment with expectations.
- Utilise data and trends to forecast potential future outcomes in conservation efforts. This will allow for proactive adjustments to programmatic strategies and enhance the overall impact of Blue Ventures' interventions.

Data Flow and Management:

- Guide the team's collaboration with the Data Science team to design data flows and pipelines that deliver fundamental indicator values and ensure timely access to programme data.
- Ensure the Programme Performance team maintains rigorous data quality, reliability, and validity standards across all programme metrics.
- Oversee the development of data access and visualisation platforms, ensuring the real-time delivery of programme data for internal and external stakeholders.

Monitoring and Evaluation (M&E):

- Oversee the development and execution of comprehensive monitoring frameworks, ensuring that programme progress and performance are tracked in an inclusive and participatory manner.
- Design and execute impact assessments to evaluate program effectiveness, using data to highlight successes and opportunities for improvement.
- Ensure the Programme Performance team coordinates with teams across the organisation to integrate feedback into M&E processes, centralising local knowledge and perspectives in assessments.

Collaboration with Data Science and Technical Knowledge Teams:

- Guide the Programme Performance team's collaboration with the Data Science team to ensure alignment between programme metrics and data system infrastructure.

- Work closely with the Data Science team to integrate insights from advanced data science methodologies, such as machine learning and AI, to improve the precision and effectiveness of performance monitoring and evaluation systems.
- Coordinate with the Technical Knowledge team to ensure performance indicators effectively measure key outcomes and that the Programme Performance team's data informs programmatic decisions.

Reporting and Knowledge Sharing:

- Lead the Programme Performance team in developing reporting mechanisms that effectively communicate findings to BV staff, partners, donors, and stakeholders, ensuring insights are actionable and accessible.
- Oversee the team's efforts in knowledge sharing, ensuring that best practices and innovative approaches are disseminated internally and externally.

Capacity Building:

- Empower the Programme Performance team to build the capacity of staff, field teams, and partners in using performance indicators and M&E frameworks.
- Ensure the team provides training and support to foster active participation in assessing programme outcomes.

Data-Driven Decision Making:

- Lead the Programme Performance team in leveraging data to inform adaptive management.
- Ensure that performance data is used to adjust programme activities to meet community needs and organisational goals better.

Skills and experience

Required

Education

- Advanced degree in Marine Conservation, Marine Ecology, Socioeconomics, Fisheries Management, International Development, Environmental Science, or a related field.

Experience

- Requires at least 10 years of experience in monitoring, evaluation, and learning (MEL) systems, particularly in developing countries. Must have at least four years in a leadership role managing cross-functional teams.

Technical Expertise

- Skills in data analysis tools (e.g., R, Python, SQL) and data visualisation platforms (e.g., Power BI, RShiny), with the ability to interpret and communicate complex data effectively.
- Familiarity with advanced data technologies, such as machine learning and AI, and their application in monitoring and evaluation practices.
- Expertise in community-based fisheries management, with experience in food security, financial inclusion, and secure rights for fishing communities.
- Strong understanding of small-scale fisheries and the socio-economic challenges in fishing communities.
- Proven track record of leading multidisciplinary teams and working collaboratively with local communities and external partners.
- Experience in managing MEL systems for programme performance, data analysis, and delivering insights for programme adjustments.

Leadership and Communication Skills
- Strong leadership and team management skills, focusing on fostering a collaborative and innovative team culture.
- Excellent communication and collaboration skills, with the ability to translate data into actionable insights.

You will be a great fit if

→ You are committed to Blue Ventures' mission and values, as evidenced by your high personal and professional integrity, humility, and humanity.
→ You demonstrate a strong bias for action and are comfortable with uncertainty; you are motivated to move forward, make decisions, and finalise details quickly once information is available.
→ You've shown a willingness and ability to challenge the status quo creatively and productively.
→ You have an analytical mindset and orientation toward measurement, outcomes, continuous improvement, and learning. You value data-driven and consultative decision-making in others and yourself.
→ You think critically and highly value offering and receiving constructive feedback and criticism.
→ You're a natural relationship builder and have a proven ability to work collaboratively with others in a complex organisation. You demonstrate professional curiosity, team-building, and facilitation skills. You enjoy collaboration and are genuinely interested in learning from and developing others.
→ You're a people person who takes pride and pleasure in developing talent and creating safe, happy, productive and engaging workplace cultures and environments for staff at all levels and from varied backgrounds. You crave building teams, finding talent, nurturing relationships, and tackling challenging people-related issues.
→ You are a passionate professional combining strong leadership skills, patience, and a humble approach.
→ You can engage people's energies, hearts and minds in service of a mission. You use exemplary interpersonal skills to establish relationships of trust and influence.
→ You're detail-oriented and compliance-minded; you enjoy dotting i's and crossing t's.

- → You demonstrate excellent organisational skills and ability to marshall resources and continually improve systems and processes.
- → You show self-motivation, flexibility, and the ability to work and thrive in a fast-paced, energetic, entrepreneurial environment.
- → You're trustworthy in managing sensitive situations and information, discrete, professional, and have excellent judgement.
- → You are comfortable with a playfully professional workplace culture.

We encourage applications from all individuals regardless of age, gender, race, ethnicity, religion, or sexual orientation and evaluate all candidates based on merit. We welcome candidates from countries in which Blue Ventures operates. We offer a supportive environment for professional development and a competitive salary.

Gender equality and equity are key priorities for Blue Ventures and its mission to secure more sustainable fisheries management and conservation for communities. It is the responsibility of all employees to ensure that equal opportunities are available and accessible for all and that no one is excluded or further discriminated against due to the multiple identities they may hold, including sex, gender, age, ethnic origin, disability, religion or belief, socio-economic status or geographical location.

Blue Ventures is committed to safeguarding and promoting the welfare of young and vulnerable people and expects all staff to share this commitment. We have zero tolerance for anyone who contravenes our safeguarding and protection policies. All candidates will be asked questions on safeguarding and child protection.

Any conduct that prevents the promotion of equality and equity will be dealt with in accordance with BV's policies and procedures. We encourage all colleagues, partners, trustees, and communities to report violations of our code of conduct via the email report@blueventures.org or +44 7950 182475.

This job description details the main duties and responsibilities of the position. However, team members must show flexibility in their approach to work and be willing to undertake other tasks that are reasonably allocated to them but not part of their regular job description.

We are a mission-driven organisation, and senior staff in particular are expected to show willingness to adapt to unexpected changes that come with growth – this may include occasional work whenever or wherever requested by their line manager. Where any task becomes a regular part of someone's responsibilities, the job description will be updated in consultation with the team member.

Application process

Applicants should apply online via Blue Ventures' website by 5 November 2024.

Please note that applications will be reviewed on a rolling basis, and first-round interviews may be conducted with short-listed candidates before the application deadline.

All shortlisted candidates will be contacted within two weeks of the closing date.

Why work with us

Mission: We operate at the frontline of some of the world's most pressing environmental problems, innovating effective, equitable, scalable responses with coastal communities. We are recognised as a transformative force in our sector.

Working style: We're a fast-moving social enterprise that is quick to embrace and implement promising ideas without bureaucracy.

Autonomy: We expect and support our colleagues to take the lead in their work, offering scope for creativity and strategic input.

Professional development: We challenge and support our colleagues to grow their skills, providing considerable exposure to different work experiences and training opportunities.

Adventure: We offer extensive opportunities for travel and work in diverse environmental and cultural contexts.

Family: We look out for one another as we work closely together in challenging situations, celebrating successes and spurring each other on when the going gets tough.

Values: Our organisational values are central to everything we do:

Communities first
Above all, we listen to community needs, responding in a sensitive and pragmatic way for lasting benefits.

Passion & belief
Our mission is urgent and critical, we believe that our approach works, and we're determined to get the job done.

Valued people & effective teams
We work in diverse and inclusive teams where all members have a voice and influence.
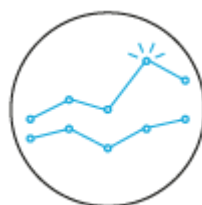
Innovation & courage
We're resourceful and creative.
We're prepared to take risks and challenge broken paradigms.

Openness & humility
We work in a transparent and collaborative way to share what we learn.

Grounded in evidence
We have high standards and aren't afraid to be self-critical. If something doesn't work, we change tack until we're on the right course.