

Position vacancy

Global Change Senior Manager

Location: Bristol or London - UK, Indonesia, Kenya, Madagascar, Senegal

Closing date for applications: 10 January, with applications reviewed on a rolling basis

Contract status: National, full-time.

Start date: Asap

Contract duration: 24-month contract

Remuneration: £48,043 - £56,571 gross per annum (UK national band); £53,461 - £62,316 gross per annum (London, UK); IDR 373,079,875 - IDR 459,255,360 gross per annum (Indonesia); KES 3,732,787 - KES 4,860,000 gross per annum (Kenya); MGA 48,149,889 - MGA 59,495,784 gross per annum (Madagascar); XOF 15,612,551- XOF 27,117,456 gross per annum (Senegal).

Salary band: B2

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 across the globe.

Summary job description

We are seeking a proactive and experienced Change Manager who thrives in dynamic environments and is passionate about driving transformational change. The ideal candidate will have a strong background in organisational change management, with expertise in

designing and implementing methodologies that empower teams to navigate transitions effectively. They will excel in building relationships across diverse stakeholder groups, fostering trust and collaboration to ensure smooth adoption of new systems, processes, and behaviors. A natural communicator, they will engage colleagues at all levels, from senior leadership to frontline staff, promoting transparency and alignment throughout the change journey.

This individual will bring exceptional project management skills, with a proven track record of leading complex, cross-functional initiatives that align with strategic goals. They will have a hands-on approach to problem-solving, leveraging data and feedback to continuously refine strategies. Above all, they will be an advocate for innovation and continuous improvement, building capacity across the organisation to embed change management as a core competency, ensuring Blue Ventures remains adaptable and effective in achieving its mission.

For countries in which Blue Ventures has an office, our hybrid working policy currently requires attendance in the office for at least 40% of the working week.

Responsibilities

Change management methodology

- Drive the roll out and adoption of a structured change management methodology and toolkit, incorporating stakeholder feedback to ensure relevance and usability.
- Establish a feedback mechanism to identify and prioritise high-impact/low-cost process improvement initiatives through crowdsourcing for example.

Transformation project management

- Oversee the execution of organisational transformation projects, ensuring they align with strategic objectives, are resource-efficient, and delivered on time.
- Take ownership of specific high-priority transformation projects, managing all end-to-end phases from ideation and business case development to execution, ensuring alignment with strategic objectives.
- Collaborate with leaders to sequence and prioritise change initiatives, ensuring effective resource allocation and stakeholder engagement.

Stakeholder engagement and communication

- Engage with cross-functional teams to ensure clear communication of change objectives, timelines, and expected outcomes.
- Act as a trusted advisor to managers and leaders, offering guidance on managing resistance and fostering employee buy-in.
- Build relationships across the organisation to act as a bridge between leadership and staff, promoting transparency and understanding during transformation efforts.

- Set up and manage governance groups to oversee transformation initiatives, ensuring accountability, alignment, and progress tracking.

Monitoring and continuous improvement

- Implement metrics and tracking systems to evaluate the effectiveness of change initiatives and adapt approaches based on data-driven insights.
- Promote a culture of continuous learning and improvement, gathering lessons learned to inform future transformation efforts.
- Align change management activities with Blue Ventures' OKRs and strategic goals, ensuring that outcomes contribute to long-term success.

Capacity building and organisational development

- Implement programmes to build organisational capacity for managing change, including the development of internal change champions.
- Deliver change management training programmes, equipping colleagues and local partners with skills to drive change effectively.
- Build, advocate for and promote digital tools and systems that enable efficient workflows and enhance collaboration during transitions.

Skills and experience

Required

- Proven experience in leading organisational change initiatives or as a management/strategy consultant, with a demonstrated ability to manage resistance/fatigue and drive adoption.
- Strong knowledge of change management methodologies (e.g., ADKAR, Kotter's 8-Step Model) and their application in organisational contexts.
- Experience in designing and delivering training programmes, especially in change management or related fields.
- Excellent project management skills, with experience overseeing complex, cross-functional transformation projects.
- Strong interpersonal and communication skills, with an ability to build trust and engagement across diverse stakeholder groups.
- Analytical mindset with a focus on data-driven decision-making and process optimisation.
- Commitment to Blue Ventures' values of social justice, inclusivity, and community-centered approaches.

We would also love to see

- Familiarity with Blue Ventures' focus areas, including marine conservation and community-based development.
- Experience working in matrixed organisations or in low-income, tropical countries.

- Proficiency in a second language relevant to Blue Ventures' work (e.g., Malagasy, French, Spanish, Bahasa Indonesia, Portuguese).
- Certification in change management frameworks (e.g., PROSCI, Certified Change Management Professional - CCMP).

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, as well as 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 members of staff to share this commitment. We take a zero tolerance approach to 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 and we encourage all colleagues, partners, trustees and communities to report violations to our code of conduct via the email report@blueventures.org or [+44 7950 182475](tel:+447950182475).

This job description details the main duties and responsibilities for the position. However team members are required to show flexibility in their approach to work and be willing to undertake other tasks that are reasonably allocated to them but which are 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 10 January 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 and scalable responses with coastal communities. We are recognised as a transformative force in our sector.

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

Autonomy: We expect and support our colleagues to take a lead in their own 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, working 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.