

Position vacancy

Global Head - Community-Based Fisheries Management

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

Closing date for applications: 31 October 2024

Contract status: Global post, full-time

Start date: As soon as possible

Contract duration: 2 years fixed term (with the possibility of extension thereafter)

Remuneration: Salaries are gross per annum and will be in line with national salary grades and experience; circa £54,048 - £72,373 (UK); circa IDR 485,003,837 - IDR 717,805,679 (Indonesia); circa KES 4,852,623 - KES 7,181,882 (Kenya); circa TZS 70,126,672 - TZS 103,787,474 (Tanzania); circa MZN 3,273,650 - MZN 4,845,001 (Mozambique); circa XOF 20,296,316 - XOF 30,725,376 (Senegal); circa USD 27,768 - USD 38,846 (Timor-Leste); circa BZD 73,087 - BZD 94,560 (Belize); circa MGA 63,076,355 - MGA 91,145,332 (net per annum; only applicable in Madagascar).

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

Our Technical Knowledge team oversees Blue Ventures' technical pillars (Secure Rights, Community-Based Fisheries Management, Food Security and Financial Inclusion) and supports the use of data for decision-making, providing tools, training, and guidance to partners and Blue Ventures' staff around the world. This team integrates expertise and deep practical experience with pragmatism and a desire to enable others to deliver lasting change, by distilling global best practices and knowledge into usable tools, appropriate training, and responsive guidance and support. The team is also responsible for delivering peer learning exchanges and knowledge-sharing events both online and face-to-face across the organisation, in addition to overseeing technical publications.

We are currently recruiting for an exceptional individual to be part of this global team, leading a critical pillar of the strategy on Community-Based Fisheries Management. This individual would oversee the development, refinement, and roll out of tools and training to support partners working with communities around the world as they establish community-based fisheries management and locally managed marine areas. These types of tools and materials include:

- Accessible tools and appropriate technologies:
Intuitive to use and readily available, including software and mobile apps for data collection and interpretation, simple decision support tools for assessment, planning, and problem resolution, and community-level materials for common activities, such as meeting facilitation guides or choice architecture to help communities decide which fish and fisheries to focus management attention on.
- Educational resources:
Manuals, guides, videos, and online materials that provide concise information and serve as self-learning tools, allowing partners to access and acquire knowledge at their own pace.
- Knowledge development:
Structured learning experiences to transfer theory to practice and enhance the background knowledge and competencies such as workshops or webinars, as well as development of good practice technical case studies and publications.
- Skill development:
Specific hands-on training, mentoring, or peer learning exchange programmes to enhance technical expertise and the skills that are relevant to the context of each pillar.

As a Global Head, the position oversees regional and national colleagues to produce and iteratively improve the technical support, ensuring globally consistent guidance, while enabling context-specific differentiation among regions. The ability to work in a diverse and geographically dispersed team and to liaise and adapt techniques across different cultures will therefore be essential. As a Global Head and part of the Technical Knowledge team the position strives for Blue Ventures' work to be at the forefront of best practice in the sector, by learning from partners and practitioners worldwide to distill learning and experience into usable practical approaches to address the common barriers to achieving coastal fisheries reform with a strong believe in placing communities at the center of decision making.

The Blue Ventures Technical Knowledge team has a unique vantage point, gained through supporting dozens of partners working with hundreds of communities across South East Asia, the Western Indian Ocean, West Africa, and the Caribbean as well as being part of international fora and members of expert panels. As such our technical team plays a key role in identifying, collating, sharing, and transferring key insights and successful approaches, updating information, training, tools, and guidance around the world, and building a community of practice around each of the pillar themes.

At the heart of Blue Ventures' 2030 strategy is an unwavering commitment to empowering communities through participatory data collection, feedback, and use of fisheries and ecological data for adaptive management, and playing a leadership role in our sector to make this the norm. The Global Head - Community-Based Fisheries Management will have a strong understanding and technical experience of data-driven adaptive fisheries management in the small-scale fisheries sector, with proven skills in coaching and team building skills and effective management capacity in leading a multi-disciplinary team and working cross-functionally.

Blue Ventures recognises the key roles that women play in fisheries management and conservation as fishers, gleaners, processors, sellers and negotiators and seeks to highlight the important value of their roles in the fisheries value chain, that are often invisible, so that they also benefit. An understanding of the challenges faced particularly by women in fisheries and experience of working in communities to find some practical solutions desirable for this role. The role will work in close collaboration with the Technical Knowledge team to support these goals, which includes working with fisher associations and committees to increase the participation of women in fisheries management.

The successful candidate will have a deep understanding of the complex challenges facing tropical coastal fisheries and the small-scale fishing communities that depend on them. They will have practical experience of working with coastal communities in Africa, Asia or Central America, and partnering with civil society organisations, non-governmental organisations, government institutions, and other stakeholders to identify and address fishing issues, placing communities at the heart of the solution.

The successful candidate will thrive in environments that are dynamic, fast-paced, collegiate, and ambitious, will have a proven track record in distilling complexity into easily interpretable material, able to deliver high-impact written work, and in communicating effectively with diverse audiences, ranging from fishing communities, practitioners, academic institutions, governments, and other technical experts.

The role entails leading an interdisciplinary and international team, with strong cross-functional collaboration. The successful candidate will report to Blue Ventures' Director of Technical Knowledge and will be based in one of our regional hubs, with regular overseas travel to work with partners and field teams around the world.

The core technical scope of the role's portfolio will include:

- Community-based fisheries management for low-resource, data-limited fisheries including fish biology, coastal ecology, fisheries science, governance and participatory management and decision making;
- Participatory assessment, management and conservation of tropical marine habitats (integrating scientific and community-based habitat mapping and monitoring, fisheries data collection and use, marine spatial ecology and coastal resource governance)
- Following and informing best practice and policy for community based small-scale fisheries management and habitat protection

Responsibilities

- Provide oversight and leadership for the development and delivery of technical support, guidance, training and mentoring to partners and Blue Ventures' practitioners focused on community-based fisheries management of coastal tropical fisheries
- Leading a "training and tools" approach by creating training materials, user useful tools and freely available resources that build skills to enable partners to deliver participatory, community based fisheries management approaches
- Working closely with the Data Science team to embed digital fisheries data collection as a central tenet for successful community-based fisheries management with all our partners
- Developing facilitation guides to interpret and use fisheries data to assess the current status of a community's fishery, identify priorities for management and the options available for management of those species, and evaluate changes occurring through time in the production and value of their fishery.
- Building connections among partners across different geographies, with a particular focus on ensuring information, lessons learned, and best practices are identified and proactively shared
- In close collaboration with the Technical Knowledge team, country teams and regional partners (e.g. NGOs, universities and government agencies), supporting partners to assess and fill their own capacity gaps by providing training programmes and technical guidance to improve their knowledge and practical skills and incorporate approaches and tools into their programming

- Ongoing development of Blue Ventures' best practice principles for fisheries management and marine habitat conservation (through internal and external consultative processes) and ensuring training and tools are freely available and accessible to all
- Ensuring technical rigour on knowledge products, reports and other external documents relating to small-scale fisheries and conservation and ensuring adaptation and evolution of strategies and approaches where needed
- Championing the documentation and sharing of fisheries and conservation learning internally and externally, to elevate the importance of community-based management as a critical path to safeguard livelihoods and protect coastal ecosystems.
- Championing Blue Ventures' mission at relevant events and identifying opportunities for partners and colleagues to do so as well
- Cultivating a dynamic and supportive network within the small-scale fisheries and marine conservation sector
- Contributing to Blue Ventures' organisational development by representing fisheries work and progress with partners and donors

Skills and experience

Required

- A postgraduate-level qualification in fisheries science, marine ecology, conservation or a relevant related field
- Substantive of experience working in a field relating to community-based fisheries management
- Experience of supporting local communities and partner organisations on initiatives such as locally managed marine areas, co-management of small scale fisheries, participation of fishing communities in MPA design and designation or other related themes
- Excellent communication, analytical and technical writing skills as well as an ability to communicate technical information in a clear and concise manner for a general audience
- Knowledge of challenges faced by small-scale fishers, including women, and how these can be practically overcome through community-led participatory processes
- Experience of small-scale fisheries monitoring and ecological monitoring, ideally community-based, and gender-sensitive data analysis and research skills
- Experience providing teaching, coaching or mentoring in technical areas
- Willingness to travel and spend time in remote and challenging environments for work
- Experience working in Blue Ventures' target regions, including knowledge of marine environmental issues and cultural context
- Fluent oral and written English and desirable to have one additional language spoken in Blue Ventures geographies: French, Malagasy, Swahili, Portuguese, Spanish or Bahasa Indonesia.

We would also love to see

- Adaptability: The successful candidate should be adaptable and able to navigate through diverse and dynamic environments, being open to change, embracing new ideas, and adjusting based on feedback.
- Empathy: The Global Head should have the ability to understand and relate to the challenges and aspirations of local communities, fostering trust and constructive engagement.
- Collaborative Approach: The ideal candidate would demonstrate a collaborative leadership style. Working effectively with a multi-disciplinary, international team and building strong relationships with external partners and stakeholders.
- Visionary Leadership: The role demands a visionary leader who can champion Blue Ventures' mission and values passionately. The ideal candidate should inspire and motivate the team and partners towards a shared vision of restoring ocean life, empowering communities, and driving positive change in fisheries management and marine conservation.

You will be a great fit if

- You show a commitment to Blue Ventures' mission and values, evidenced by a high level of personal and professional integrity, humility and humanity.
- You demonstrate a strong bias for action and comfort with the uncertain; 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 towards measurement, outcomes and continuous improvement and learning. You value in others, and in yourself, data-driven and consultative decision-making.
- You think critically and put a high value on 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, demonstrating professional curiosity, team building and facilitation skills. You enjoy collaboration and have a genuine interest 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 who combines strong leadership skills with patience and a humble approach.
- You're able to 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, an ability to marshal resources, and a desire to 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; you are discrete, professional, and possess excellent judgement
- You are comfortable with a playfully professional workplace culture.

We encourage applications from all individuals regardless of age, gender, race, ethnicity, disability, 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 is a key priority 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. 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 [safeguarding committee](#) or [+44 7950 182475](#).

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.

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.

Application process

Applicants should apply online via Blue Ventures' website by 31 October 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.

