

## Position Vacancy

### Fisheries Officer, Mozambique

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**Location:** Mozambique with significant travel throughout East Africa

**Closing date for applications:** 28<sup>th</sup> April 2018

**Start date:** June 2019

**Contract duration:** Full time position, 12 month contract, with opportunities for renewal

**Remuneration:** Competitive salary based on experience

**Additional information:** Please note that this position is open to Mozambican nationals only

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### Organisation overview

Blue Ventures is an award-winning marine conservation organisation working to rebuild tropical fisheries with coastal communities. We're committed to protecting marine biodiversity in ways that benefit coastal people. We work in places where the ocean is vital to local cultures and economies, and where there is a fundamental unmet need to support human development.

### Summary job description

We are currently recruiting a Fisheries officer to support our efforts assisting local partner organisations in East Africa, based in Mozambique. The role will entail providing technical assistance to partner organisations involved in community-based fisheries management, and sharing technical and marine resource management experiences.

The successful candidate will provide bespoke training and technical support to local partners in all aspects of fisheries assessment and management, including monitoring and evaluation of landings particularly in the design and use of mobile-based data collection systems and supporting local partners in efforts to assist communities in the management of target small-scale fisheries.

Additional responsibilities will include working with partner organisations and colleagues in Blue Ventures' conservation team to plan community exchanges to share learning and best practice in tropical small-scale fisheries management and locally-led marine conservation.

Provision of technical support to partners, and facilitation of grassroots learning through community exchanges, forms a key part of Blue Ventures' outreach strategy throughout East Africa. This role will include regular field visits to community-based marine and coastal conservation sites in Mozambique as well as throughout East Africa and the broader western Indian Ocean region.

The successful candidate will be a motivated, proactive and highly organised individual, who enjoys independent working. She or he will have an excellent knowledge of the small-scale fisheries, marine conservation and development sectors in East Africa, as well as a proven track record of project management and partnership building, and excellent communication skills. Practical experience of community-based conservation and development initiatives in East Africa will be valuable to the role.

We are looking for a new colleague who thrives in environments that are dynamic, fast-paced, collegiate and ambitious, and is able to demonstrate experience of working independently and solving complex problems in challenging situations.

The Partner Support Technician will report to Blue Ventures' UK-based partner support team, and be based at field locations alongside local partner organisations, with regular national travel to work with partners and field teams.

Blue Ventures is a fast growing and mission-driven social enterprise, offering excellent opportunities for further professional development.

## Responsibilities

### Technical support and guidance for partner organisations

- Providing direct support to partner organisations in Mozambique and East Africa with fisheries monitoring and management, identifying key capacity gaps and partner needs for technical support, and developing and reviewing work plans
- Liaising with UK-based partner support team to ensure correct and timely technical support is provided, and interacting with technical colleagues both within Mozambique and internationally
- Coordinating monitoring plans and smartphone data collection systems using Blue Ventures' fisheries monitoring framework, and adapting existing toolkits and methods to local contexts
- Training local partners and community resource monitors to manage mobile data systems with eventual handover and autonomous management of monitoring
- Supporting local partners and community members in discussions around improving local fisheries management practices, providing best practice insights and recommendations from other fisheries in similar contexts

### Facilitating learning and exchange

- Identifying opportunities for cross-learning and exchange within Mozambique and internationally, and facilitating dialogue and the exchange of best practices around community-based octopus fisheries management

- Supporting the growth and development of a 'community of practice' around locally-led fisheries management and fishery improvement projects
- Identifying further opportunities for partnership development regionally
- Exchanging and interacting with Blue Ventures colleagues supporting similar fisheries elsewhere, including preparing for and managing domestic and international fisher exchanges where possible and appropriate

#### Documenting learning & communication

- Gathering feedback from community partners to guide efforts to improve the performance and impact
- Evaluating and documenting key learning, best practices and relevant fishery/country information, including broader contextual learning around management experiences
- Working with partner organisations and Blue Ventures' conservation team to plan and coordinate outreach and communication efforts around partnership activities, including blogs and news articles as required

## Skills and experience

#### Technical

- Postgraduate level qualification in relevant subject (rural development, or environmental, fisheries or conservation science)
- At least five years' practical experience in field-based conservation
- Experience of small-scale fisheries assessment, ideally through participatory (community-based) methods
- Strong analytical skills, and experience in data collection management and interpretation
- Experience of teaching and mentoring in data systems, analysis and interpretation
- Excellent knowledge of MS Office
- Experience of Android data collection systems (ideally including Open Data Kit)
- Experience of financial and budget management

#### Partnerships

- Experience of developing multi-sector partnerships, including with communities, fisheries authorities, and NGOs
- Sensitivity to partner and community needs and interests; humility and commitment to identifying needs and leading local capacity development for conservation
- Experience working with and reporting to donors, including corporations, trusts, foundations and agencies (desirable)
- Work experience in tropical developing contexts, including knowledge of marine environmental and Mozambique cultural contexts

#### Communications

- Fluency in English and Portuguese (required)

- Excellent writing skills, with a proven track record in both report writing and ideally peer-reviewed publication
- Excellent communication skills and ability to give strong public presentations
- Experience of teaching and/or delivering training, both to groups and one-to-one

#### Motivation

- Dynamic, enthusiastic, hardworking, efficient and proactive
- Excellent organisational skills, attention to detail and an ability to complete tasks to deadlines
- Self-motivated, confident and self-reliant
- Ability to take initiative and solve problems quickly
- Enjoys problem solving and new challenges

### Why work with us:

**Mission:**We operate at the frontline of some of the world's most pressing environmental and social problems, innovating effective and scalable responses with tropical 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 staff to take a lead in their own work, offering scope for creativity and strategic input.

**Professional development:**We challenge and support our staff 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 long lasting benefits.



#### Passion & belief

Our mission is urgent and critical, we believe that our models work, and we are 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. We are effective because our work is integrated across teams and projects.



### Innovation & courage

We are resourceful and creative. We are prepared to take risks and challenge broken paradigms.



### Openness & humility

We are an open source social enterprise. We work in a transparent and collaborative way to pass on what we learn to others who share our vision and passion.



### Grounded in evidence

We have high standards and are not afraid to be self critical. If we see something that doesn't work, we change tack until we're on the right course.

## Application process

Applicants should apply online, using the form below, by **28th April 2018**.

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.