

## Northwest Regional Manager - Madagascar

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**Location:** Ambanja, Madagascar, with regular travel to Mahajamba and other places in the Northwest of Madagascar and to the capital city Antananarivo, and occasionally to other locations in Madagascar and internationally

**Closing date for applications :** ongoing

**Start date :** 1 June 2020

**Contract duration :** 2-year contract, with a 3-month probation period

**Contract type:** National contract

**Remuneration :** competitive salary, based on experience

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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

The Northwest Madagascar Regional Manager (NWRM) is an important leadership role within the Blue Ventures Madagascar programme team. The NWRM is responsible for overseeing the safe, effective and efficient delivery of Blue Ventures' activities in two vital ecosystems in Northwest Madagascar - Tsimipaika Bay and Mahajamba Bay.

Setting the example for our culture and values, you will lead a dynamic, multi-disciplinary, team of 50+ colleagues across two coastal locations (Tsimipaika and Mahajamba Bay), and our support offices in Ambanja and Mahajanga. Driving continuous improvement in operational effectiveness, the NWRM is responsible for creating a positive professional environment that protects, nurtures and develops the talents of our team.

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Blue Ventures' integrated approach in the northwest of Madagascar aims to support community-led conservation of mangroves (and the fisheries they provide) through the development of locally managed marine areas. Activities include mangrove and fisheries management measures, supported by the development of alternative livelihoods and improved community health. We also aim to secure long term sustainable funding for community conservation through innovative funding models in carbon and aquaculture, working with Madagascar's leading organisations in the sector.

The NWRM reports directly to the Madagascar Country Director, working closely with Head of Programmes and Madagascar Coordination Group. You will also receive close assistance from BV's support team in the UK. You will maintain strong links with the wider BV team and key partnerships with diverse regional and national partners.

The successful candidate will be a highly motivated, proactive and organised individual, with strong leadership skills and demonstrated experience in managing large projects, building partnerships and developing strategies in the development and/or conservation sectors.

The evolving nature of the organisation will give the candidate opportunities for innovation and original thinking in developing our work and practice on the ground. Blue Ventures is a fast growing and mission-driven NGO, offering excellent opportunities for further professional development.

## Responsibilities

### Leadership and management:

- As a general manager, take overall responsibility for overseeing ongoing development of site workplans in Ambanja and Mahajamba, ensuring programme-specific activities respond to strategic priorities in an integrated and effective manner;
- As a strong team manager, create a positive, engaging, creative and thriving environment for staff, leading effectively through the creation of a shared vision for all colleagues in Northwest Madagascar, and ensuring all staff understand their contribution to that vision and receive adequate support and training to deliver in their roles;
- Play a lead role in assessing capacity and human resource needs for operational sites in the region, and support site leaders to develop proactive planning for human resources, including recruitment, training and professional development plans;
- Provide supportive line management to senior regional staff developing their capacity and skills in a collaborative manner. Currently these staff are; the site leaders in charge of BV's on-going local hub of conservation activities in Ambanja and in Mahajamba, the Northwest Regional Monitoring, Evaluation and Learning (MEL) Coordinator and the Northwest Deputy Regional Manager;
- Working with the Health and Safety and Safeguarding team you will ensure that measures are implemented to ensure the relevant policies are followed;
- Ensure organisational systems and policies are implemented and followed by staff.

### Strategy development:

- Lead BV's site level implementation of the Mission Strategy for our integrated, community focused approach in the region, ensuring that BV's values are adhered to and programme implementation is effective;
- Help ensure site leads work well with technical programme leads to guide staff on site on the vision and mission strategy of Blue Ventures;
- Ensure site workplans and all activities in the Northwest are aligned with the mission, vision and strategy of Blue Ventures;
- Provide vision and direction to maximise BV's impact in the region, developing regional partnerships and strategic initiatives, in close collaboration with colleagues at national level;
- As part of the Madagascar Coordination Group, provide strategic insight to the Mission Strategy and community-centered conservation in the region;
- For activities in the Northwest, provide input to organisational policy and advocacy work, with an emphasis on sharing lessons learned, tools and best practice.

### Programme management and development:

- Working with the wider team you will ensure that BV's Mission Strategy is implemented in the Northwest Region;
- Working with the Country Director, with support from national level programme leads and UK offices you will ensure that programmes are progressing towards objectives, are compliant with established budgets and are adequately monitored and reported;
- Working with the Head of Programmes you will support the identification of opportunities for grants, funding and strategic partnerships in support of activities in the region, to develop Blue Ventures activities;
- Support grant management and reporting for projects in the region, with guidance from the Conservation team and Finance team;
- Act as overall management focal point for the region, ensuring the safe and effective delivery of activities and the efficient use of assigned resources;
- Oversee and manage budget for core site grants.

#### Communications and knowledge sharing/management:

- Cultivate effective proactive internal communication to ensure all staff working in the northwest region are well informed of Blue Ventures' core mission and kept up to date with ongoing activities, as well as new developments, policies and procedures, as and when they arise;
- Working with the national programme leads and site teams, promote effective documentation of knowledge, lessons learned and experiences within the Northwest region both for internal and external purposes;
- Incorporate lessons into implementation from the wider BV team beyond Madagascar.

#### Building working partnerships for conservation:

- Ensure that there are effective strategic partnerships with relevant national and regional partners, including governments, universities, businesses, international organisations, donors, other nongovernmental organisations, and key stakeholders;
- Ensure Blue Ventures with relevant public and civil society partners, and ensuring clear and effective communications are maintained with all stakeholders;
- Ensure Blue Ventures' work with new partners worldwide by assisting with hosting visits and learning exchanges.

#### Operations:

- Ensure safe and secure operations, compliant with BV's operating protocols and policies, and respond to evolving needs and situations;
- Oversee all logistics, procurement, Finances and Human Resources in the two sites in the Northwest;
- Support the development and maintenance of budget and project management systems;

- Oversee smooth operations of projects, visits, and events, ensuring managers carry out adequate planning, engage adequate support, and support problem solving when needed.

## Skills and experience

### Required

- Extensive progressive managerial experience, both in project management and team management
- Graduate level qualifications in conservation, marine biology, international development, business management, social science or similar
- Experience in working in NGOs and international organisations
- Experience in financial management
- Experience in operational support in such areas as human resources, logistics and administration procedures
- Experience in project cycle management
- Experience of community level project implementation
- Experience in working with external partners, ministerial and authorities, international organisations
- Experience working in multicultural settings
- A strong professional proficiency in either French or English
- Dynamic, enthusiastic, motivated, serious and autonomous
- Excellent knowledge of computer tools

### Desired

- Post graduate qualifications in a relevant field
- Previous experience in Madagascar
- Qualification in project cycle management
- Qualification in management
- Experience in process improvement
- Competency in Malagasy

**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 policy. All candidates will be asked questions on safeguarding and child protection.**

## 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.



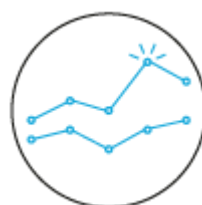
### Innovation & courage

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



### 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

share our vision and  
passion.

we're on the right course.

## Application process

Applicants should apply online, using the form below. This recruitment will be carried out on a rolling basis until we find a suitable candidate. Candidates are encouraged to apply as soon as possible.