Blue Ventures Conservation
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Position Vacancy

Position title: Head of Monitoring and Evaluation (M&E)

Location: Bristol, or remote (home working) with travel to Bristol for meetings

Closing date for applications: 24 August 2020

Start date: As soon as possible

Contract duration: Permanent

Remuneration: Competitive salary based on experience

We rebuild tropical fisheries with coastal communities

Blue Ventures develops locally led approaches to marine management that benefit people and nature alike. By listening and responding to basic needs, we design our models to catalyse and sustain marine conservation, unlocking the potential of coastal communities to manage their resources. We work in places where the ocean is vital to local cultures and economies, and are committed to advancing the rights of small-scale fishers throughout the coastal tropics.

Summary job description

Blue Ventures' approach is grounded in listening and responding to the needs of coastal communities. We seek to reimagine the relationship between people and conservation, to benefit and empower communities through practical efforts to protect the ocean. The approaches we develop are grounded in our theory of change and underpinned by our learning framework.

We are seeking a Head of Monitoring and Evaluation (M&E) to provide operational and strategic leadership to our M&E team. The role is responsible for ensuring that good monitoring and evaluation approaches, systems and tools are embedded in all aspects of Blue Ventures' programmes.

Our M&E seeks to harness data to empower coastal communities and decision makers in marine conservation and fisheries management, while ensuring we can assess and document our impact and reach. We also provide training and support to partner NGOs and community organisations in using participatory data systems to support community conservation. The Head of M&E plays a key role in leading and energising an internal community of practice that promotes a supportive learning culture and seeks to ensure that Blue Ventures' M&E is informed by global best practice.

This is a varied and highly rewarding role that includes leading a dynamic M&E support team, hands on creative design of M&E frameworks, as well as continuous improvement of systems and processes to collect, analyse, present and share data.

The role reports to the Executive Director and the Head of Training and Technical Support, as part of the Evidence and Learning function. It is a full time role based either in Blue Ventures' office in Bristol or remotely (home working), with a preference for candidates who are able to travel to Bristol for meetings regularly. The role involves overseas travel to work with field-based teams and partners.

The successful candidate

We are looking for a committed, dynamic leader who will champion and celebrate a culture of evaluative thinking, learning and evidence-based decision-making both within Blue Ventures, and our broader networks. The successful candidate will be a motivated, proactive and highly organised individual, with an excellent knowledge of the small-scale fisheries, marine conservation and/or rural development sectors.

You will have experience in monitoring and evaluation, impact evaluations, and management of large, varied datasets. Above all, the successful candidate will be able to think creatively and embrace innovation in ensuring that our M&E processes serve the needs of our teams and partner communities.

You will be a collaborative team player and supportive leader, with a passion for making data and learning accessible to conservation practitioners and local communities in a way that enables evidence based decision making. You will be able to demonstrate experience of growing, mentoring and guiding a team and colleagues, and will demonstrate a track record of capacity building within local teams and communities.

You will thrive in environments that are dynamic, fast-paced, collegiate and ambitious, and be able to demonstrate experience of working independently and solving complex problems in challenging situations. You will be able to demonstrate your own alignment with BV's core values and mission to support human rights-based approaches to marine conservation and fisheries management.

Blue Ventures is a fast-growing and mission-driven social enterprise, offering excellent opportunities for further professional development. The position provides an excellent opportunity to make a substantial contribution to community-based marine conservation at scale.

Job purpose

The Head of M&E provides strategic leadership, management and support to the M&E function, which aims to:

- Embed **pragmatic and robust M&E frameworks** and approaches into all areas of Blue Ventures' work

- Design, build and maintain **nimble data systems and tools** that put data into the hands of decision makers

- Provide training, mentoring and support to **build skills, confidence and capacity in M&E** across all teams and to partners

- Champion an **organisational culture based on evidence, data and learning**

- **Track and report on organisational impact** while ensuring data is available for adaptive management of programmes

Responsibilities

Strategic leadership

- Championing a vision for M&E and a learning culture within Blue Ventures, driven by data through a role in the Global Leadership Team, advising senior leaders and contributing to organisational operating plans and approaches
- Strengthening our organisational M&E framework (approach, principles and tools) and coordinating with technical leads and field managers to ensure its integration across all areas of Blue Ventures' work
- Leading the design of M&E work plans and providing accountability for delivery of agreed activities and outputs
- Overseeing the measurement, tracking and documentation of organisational impact

Technical leadership, training and quality assurance

- Staying abreast of the best pragmatic approaches and practice in M&E in the sector, reviewing our work against these and bringing in new ideas and practices
- Providing accountable leadership and support to ensure that internal and independent evaluations of Blue Ventures' programmes are carried out in line with programme learning needs and donor requirements
- Overseeing the delivery of M&E support to field programmes and partner organisations, ensuring good practice is adopted
- Overseeing the development and delivery of M&E training available across the organisation, including regular need assessments and gap analyses
- Delivering targeted high-level training on innovative approaches to M&E

Management and development of M&E function

- Providing line management support to M&E coordinators and managers, ensuring that the team has clear objectives that align with organisational strategy and operating plans
- Providing guidance, training and mentoring to M&E team members to support individual professional development
- Strategically and adaptively build and manage our M&E support function, including assessing capacity and ensuring roles and responsibilities, and management systems evolve to respond to the changing needs of the organisation, partners and communities

Cultivating learning and sharing

- Contributing expertise and guidance to build our evidence and learning workstream, alongside other technical functions
- Advising and guiding technical advisors in the integration of M&E into technical frameworks, ensuring M&E support for methodological design and analysis of resulting data
- Contributing to the ongoing development of Blue Ventures' research and learning agenda, supporting on the prioritisation of key areas for research and evaluation
- Ensuring the M&E team supports the development of learning outputs effectively
- Reviewing reports and publications to ensure effective and accurate use of data and evidence

Representing Blue Ventures

- Championing Blue Ventures' mission at relevant events and identifying opportunities for field-based colleagues to do so as well
- Identifying priorities for policy development through the use of data

Skills and experience

Required

- Postgraduate/graduate degree (or equivalent) in relevant field and/or proven experience in rural development or environmental conservation
- Demonstrable practical experience working in community-based conservation or development in a low-income country, with strong experience in community led monitoring programmes
- Experience in development of strategic planning
- Experience leading M&E projects and teams
- Experience managing and mentoring people and teams
- Experience designing and conducting impact evaluations
- Previous project management experience within the conservation or development sectors, high level of knowledge of data management and visualisation systems and approaches
- Excellent skills in communication of complex information to diverse stakeholders
- Excellent time management and organisational skills
- Highly developed interpersonal and communication skills
- Highly developed cultural awareness and ability to work well in an international environment with people from diverse backgrounds and cultures
- Excellent technical reporting skills, and experience of preparing project reports for funders
- Experience of developing monitoring methods including a demonstrable understanding of sampling design, and the development and implementation of data capture tools
- Fluency in written and spoken English

Desired

- Previous international organisation/ NGO experience
- Experience in providing line/technical management to remote colleagues
- Experience in developing and running training workshops
- Good knowledge of mixed methods approaches
- Experience conducting quantitative socio-economic and econometric analysis
- Experience in scientific report writing and preparation of research papers for publication
- Expertise in research design, as well as data management, analysis and reporting,
- Experience with GIS systems
- Good knowledge of fisheries, marine science and conservation
- Understanding of M&E approaches for policy and advocacy
- Experience of working in health or development projects
- Experience VBA programming, Tableau and other data analysis tools
- Competency in other languages e.g. Malagasy, French, Spanish, Bahasa, Portuguese

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.

We are committed to ensuring diversity and gender equality within our organisation and encourage applicants from all sections of the community and offer a range of benefits to encourage a work life balance.

Application process

Applicants should apply online via Blue Ventures website (https://blueventures.org/about/careers/), by 24th August 2020.

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 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.