

## Head of Advocacy

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**Location:** Global, with a preference for nationals to apply from the countries in which we operate, and/or UK.

**Closing date for applications:** Applications will be considered on a rolling basis.

**Contract status:** Permanent subject to successful completion of probation.

**Start date:** As soon as possible.

**Contract duration:** Fixed term contract

**Remuneration:** circa £50k based on experience

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## 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

We are recruiting a Head of Advocacy to lead our evolving programme supporting the rights of small-scale fishers and community conservationists. This is a critical new position within an organisation that leads the global field in human rights based marine conservation. Working with Blue Ventures' senior leadership, and importantly colleagues in all countries where we work, this position will lead the development of our efforts to redress the imbalance in global policy to enforce and enhance the rights of millions of small scale fishers to become the key drivers of conservation and economic opportunity in the most biodiverse marine hotspots in the tropics.

Reporting to the Outreach Director, this is a full time role which can be based internationally within the countries or regions within which BV operates. This role could have significant national and international travel.

We are looking for an individual who is open to new ideas and embraces innovation, who can demonstrate experience of building effective working partnerships for conservation and/or international development. Assessment of applications will include

candidates' alignment with BV's core values and mission to support human rights-based approaches to marine conservation and fisheries management.

You will thrive in environments that are collegiate and inspiring, and be able to demonstrate experience of working independently and solving complex problems in challenging situations. Blue Ventures is a values based organisation, offering excellent opportunities for further professional development. We also offer flexible working hours and the possibility to work from home.

## Responsibilities

Work with colleagues across all our countries of operation to plan a strategic, pragmatic and adaptive approach to fisheries and conservation advocacy, building on Blue Ventures' existing strengths, opportunities and partnership network.

Work to embed protection for marine biodiversity and small scale fishers into international human rights, marine conservation and climate change discourses, policies and instruments.

Help governments safeguard marine biodiversity and secure the rights of small-scale fishers by developing a targeted advocacy agenda to address key drivers of marine biodiversity loss.

Work with the Outreach Director and BV's monitoring, evaluation and learning team to devise, oversee and drive a set of measures (milestones) that demonstrate the performance of Blue Ventures' advocacy programme, against Blue Ventures' mission and vision.

Oversee the research and production of a variety of written materials including reports, press releases and policy documents, as well as social media materials to the highest standard for a variety of high profile audiences.

Represent Blue Ventures nationally and internationally at conferences and in meetings and webinars with governments, international institutions, civil society organisations, companies and others, as well as in print, broadcast and social media.

Identify, establish, and maintain close working relationships with key industry players, journalists, members of civil society and other campaigning groups, and deal sensitively and appropriately with key contacts and lobbying targets.

Monitor, assess and critique key industry and government initiatives relevant to Blue Ventures.

Manage and mitigate strategic and operational risks of advocacy efforts to Blue Ventures' mission and partnerships.

The above job description contains the main duties and responsibilities for this position. However, in a small organisation such as Blue Ventures, staff members are expected 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. Where any task becomes a regular part of an employee's responsibilities, the job description will be changed in consultation with the employee and the Human Resources team.

## Skills and experience

We are looking for a pragmatic and experienced advocacy leader, with a preference for pragmatic action and a significant background with experience in human rights and conservation. The successful candidate will also demonstrate strategic and diplomatic skills, including experience of managing multi-stakeholder partnerships and confidential information sensitively, and strategic planning to mitigate risks.

We are also looking for a candidate with the following capabilities;

- A post graduate qualification in social or public policy (implementation, planning and development) or the equivalent relevant experience.
- Demonstrable experience in policy planning and delivery
- Knowledge of national and international marine conservation, human rights and climate policy
- Understanding of the global frameworks for the protection of human rights and the promotion of international human development
- Knowledge and experience of international environmental agreements including those relating to climate change
- Experience dealing with legal risks surrounding the publication of reports
- Experience of taking a lead role in coalitions for change
- Experience of working with CSOs in developing countries
- Working competency in French
- Willingness to travel overseas: both to promote the work of Blue Ventures at appropriate forums or alongside investigations, lobbying and research.

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 want people of all backgrounds to see themselves represented and included in our work, so we actively seek to diversify our team and bring more voices to the table 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/> Please note that applications will be reviewed on a rolling basis. 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.

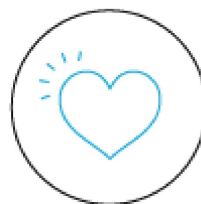
**Family:** We look out for one another as we work closely together in challenging situations, celebrating successes and spurring each other on when the going gets tough.

**Values:** Our organisational values are central to everything we do:



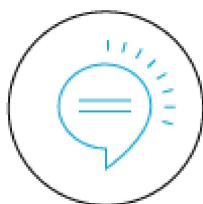
### Communities first

Above all, we listen to community needs, responding in a sensitive and pragmatic way for long lasting benefits.



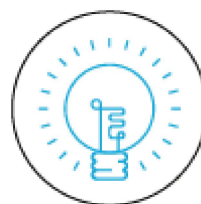
### Passion & belief

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.



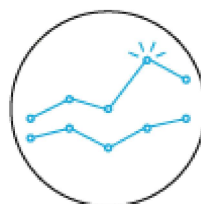
### Innovation & courage

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.