



**blue ventures**  
beyond conservation

# Madagascar Country Director

Appointment Brief  
December 2022



"A model for everyone working to conserve the natural life-support systems of our troubled planet."



**SIR DAVID ATTENBOROUGH**

# Madagascar Country Director

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**Location:** Toliara, Ambanja or Antananarivo, Madagascar with regular travel throughout the country to offices and field sites, and occasional international travel

**Duration:** 2 years, full time

**Closing date for applications:** 20th January 2023

**Start date:** ASAP

**Remuneration:** National Pay Ranges (monthly) MGA 16,464,341 - 20,201,272 or if candidate has significant international experience and have/will re-locate to (or back) to Madagascar competitive international pay range would be applicable.

**Reports to:** Regional Director for Africa

**Direct reports:** Director of Conservation, Director of Operations, Head of Field Programmes, Human Resources Manager, Communications Manager

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A man wearing a straw hat and a white tank top is seen from the back, pulling a green rope. He is on a boat with a white hull and a thick blue stripe. The text 'blue ventures' is painted on the white part of the hull, with 'beyond conservation' written below it in a smaller font. The boat is on a sandy beach, and the ocean and a cloudy sky are in the background.

**blue ventures**  
*beyond conservation*



# We rebuild tropical fisheries with coastal communities

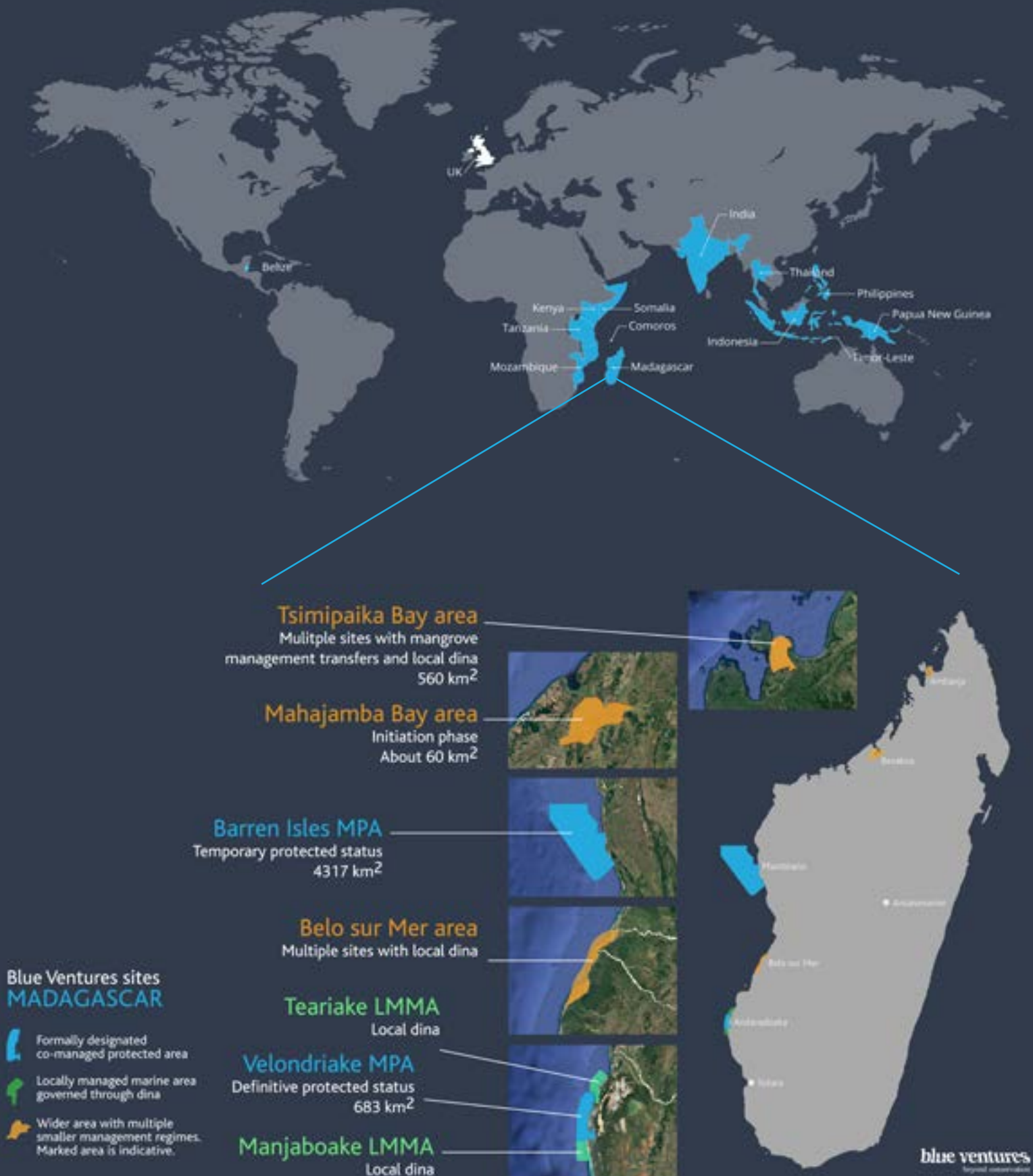
Blue Ventures is a marine conservation organisation that puts people first. We support coastal fishers in remote and rural communities to rebuild fisheries and restore ocean life.

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.

The Madagascar programme remains the beating heart of BV's work. It's our largest country programme, supporting communities and partners the length of the island continent. We are now at an inflection point in our journey, having secured multi-year support for expansion. This presents significant new opportunities for the Blue Ventures team and partners in Madagascar and beyond.



# Where we work





# Why work with us

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**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 charity, 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 lasting benefits.



## Innovation & Courage

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



## Passion & Belief

Our mission is urgent and critical, we believe that our models work, and we're determined to get the job done.



## Openness & Humility

We're an open source social enterprise. We work in a transparent and collaborative way to share what we learn.



## Valued People & Effective Teams

We work in diverse and inclusive teams where all members have a voice and influence.



## Grounded in Evidence

We have high standards and aren't afraid to be self-critical. If something doesn't work, we change track until we're on the right course.

# Position Description

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We're recruiting for an experienced leader and change agent to direct Blue Ventures' Madagascar country team. This is a pivotal leadership role, responsible for ensuring that Blue Ventures Madagascar transforms to deliver impact at scale for coastal communities and our ocean.

This senior management position is responsible for leading the Madagascar country team through a period of significant change and expansion. Setting the example for our culture and values, the Madagascar Country Director leads a dynamic, multi-disciplinary, field-focused team supporting communities and partner organisations across a growing national portfolio of sites and initiatives. Building on the talents of the 180-strong national team, the Madagascar Country Director is responsible for promoting and advancing a diverse group of highly motivated, high-performing leaders - particularly creating opportunities for women - to drive our mission and transform the sector nationally and internationally. The role is responsible for creating a positive professional environment, providing leadership, support and mentoring to colleagues nationwide.

The Madagascar Country Director will bring a wealth of change management experience and drive to transform the country programme for the next phase of Blue Ventures' growth. Across conservation, resourcing and administration, the Country Director will exemplify the understanding, interpersonal skills, agility and resilience to design and implement the Blue Ventures of tomorrow, gaining commitment for change across the organisation.

A strategic and consultative leader, the Madagascar Country Director will be responsible for ensuring effective coordination between Madagascar and UK teams to drive cohesion and alignment with the strategic vision and ambition, while ensuring operational efficiency to maximise impact and value for money, support our culture, protect our values, and enable our team to thrive. We're looking for an effective systems thinker who sees how the parts of the organisation fit together to perform as an impactful, results-orientated cohesive enterprise.

The Madagascar Country Director leads country input to our annual global planning and goal setting processes, marrying our global strategy with the needs and opportunities of our team and partner communities nationally. The role will support Madagascar and UK teams to evolve and implement regional and functional plans through close community, colleague and partner engagement. The Madagascar Country Director is the primary representative of Blue Ventures'



work nationally, and the go-to person for senior government, donor, private sector and civil society engagements. The successful candidate will be expected to proactively pursue and manage these relationships to further Blue Ventures' mission. This includes fundraising, public speaking and networking at all levels from local communities to Government ministries and international fora, and facilitating and accompanying field visits where required.

We are seeking to appoint a highly motivated, pragmatic individual who is resourceful and strategic in managing a diverse, multi-cultural team to deliver a broad portfolio of conservation interventions, while understanding and responding to the needs and interests of partner communities and stakeholders.

The successful candidate will have a strong background in managing and overseeing complex, interdisciplinary and multi-year initiatives, responding to changing circumstances with pragmatic agility. They will have significant operational and field experience in the delivery of large-scale international development and/or conservation programmes in Madagascar or similar contexts. They will have experience leading and empowering senior managers to design, execute and measure impactful community-based programmes in challenging settings.

We are looking for a leader who blends entrepreneurialism and strategic discipline, creating and capitalising on change to accelerate impact with creativity and a spirit of innovation and ambition. They should be committed to building a culture of inclusive and evidence-based decision-making, and understand the importance of integrating learning processes in our work and operations.

The Madagascar Country Director serves as a member of the Africa Leadership Team and reports to the Regional Director for Africa, whose other direct reports include the Regional Manager for East Africa & the Comoros, West Africa lead, and Senior Manager for Programmes Support. This is a full time role based in any of Blue Ventures' Madagascar offices with regular travel to work with colleagues, field teams and partners across the country and internationally.





# Responsibilities

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## Lead and develop the Madagascar team

- Live, model and promote Blue Ventures' values to nurture and encourage our organisational culture
- Promote a culture of high performance and continuous improvement that values learning and a commitment to quality
- Oversee and direct the work of the Madagascar senior leadership
- Mentor and develop colleagues using a supportive and collaborative approach: assign accountabilities; set objectives; establish priorities, and monitor and evaluate results
- Ensure all organisational activities are consistently performed under the principles of equity, fairness, inclusiveness and respect for the diversity of people
- Ensure Madagascar colleagues receive timely and appropriate training and development
- Plan and chair leadership convenings across the country team, including the country leadership and Madagascar Coordination Group
- Build and nurture strong relationships across Madagascar and HQ that advance the country programme's mission and effectiveness
- Uphold and promote Blue Ventures' commitment to ensuring the safeguarding and safety of the vulnerable communities we serve
- Nurture a positive and productive work environment free from harassment and bullying

## Change management

- Oversee large, cross-functional, country-wide change projects and initiatives
- Develop change management plans for major change projects and initiatives
- Evaluate the impact of planned organisational changes
- Identify risks and develop mitigation approaches
- Identify and manage anticipated resistance to change
- Lead change management work streams through a structured process
- Support development of communications relevant to change initiatives
- Provide coaching and training to employees to embrace changes
- Define success metrics and measure performance against these
- Provide reporting and other updates to management and project teams

## Strategic planning, goal setting and communications

- Lead strategic and operational planning processes: defining, guiding, facilitating, monitoring, and improving planning and reporting processes for the country programme, aligning with Blue Ventures' global planning processes, and coordinating input from other senior colleagues
- Champion Blue Ventures' structured goal setting process across the country programme, ensuring all colleagues are aware of annual and quarterly goals, and that organisational objectives and key results (OKRs) are embedded in team work plans and individual performance plans
- Track the country programme's performance against the strategic plan and OKRs, producing quarterly progress updates, and sharing briefings in town hall meetings and leadership convenings
- Help shape and improve organisational processes for learning and adaptation
- Align country learning and reflection processes with organisational processes for learning and adaptation

## Building effective partnerships for conservation

- Build and nurture effective strategic partnerships with community organisations, networks, governments, universities, businesses, international organisations, donors, other non-governmental organisations, and key stakeholders
- Design and develop new programmes and initiatives where opportunities arise, leading fundraising and donor relations where required, and capitalising on new development and partnership opportunities to advance Blue Ventures' mission
- Represent Blue Ventures with public, private and civil society partners, and ensure clear and effective communications are maintained with all stakeholders
- Support field visits and learning exchanges for staff, partner organisations and donors

## Communications and knowledge sharing/management

- Cultivate effective, proactive internal communications to ensure all colleagues are well informed, can clearly articulate Blue Ventures' core mission in Madagascar and are kept up to date with ongoing activities, as well as new developments, policies and procedures, as and when they arise



- Ensure effective documentation of knowledge, lessons learned and experiences for internal and external sharing and publication
- Lead by example in communicating Blue Ventures' activities to a high standard through appropriate channels. Provide thought leadership and direction in country-specific communications and publications, including drafting and editing articles, op eds and technical reports

## Operations and financial management

- Ensure safe and secure operations, compliant with Blue Ventures' operating protocols and policies, and responsive to evolving needs and situations
- Support the development and strengthening of budget and project management systems for the country programme
- Oversee financial management in close collaboration with the global finance team and regional finance business partners, including supporting audits and implementing relevant audit recommendations
- Oversee smooth operations of projects, visits and events; ensuring managers carry out adequate planning, engage adequate support, and support problem solving when needed
- Anticipate and mitigate programmatic and organisational risks, in compliance with Blue Ventures' risk management and reporting procedures
- Ensure successful resolution of audits and investigations of any noncompliance and/or ethical issues
- Ensure any serious incidents are reported to the regulatory authorities and relevant donors, as appropriate





# Essential skills

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An ideal candidate will bring the following professional experience and personal characteristics:

- Track record of achievements in a previous, similar role
- Proven field and team management experience (>10 years), having served in a similar capacity as a Global or Regional Director previously; finance and administration; donor relations; and inter/intra-agency communications in progressively senior roles
- Master's degree or equivalent in marine environmental management, or equivalent qualification in rural development, political or social science, or another relevant field
- Significant operations experience including direct "hands-on" skills in programme development, strategic planning, programme implementation and evaluation
- Highly skilled communicator; capable of conveying complex messages clearly in presentations, meetings and written form, and ability to connect with people of all seniority levels and cultural backgrounds
- Demonstrated experience and skill in scientific publication, media relations and public speaking
- Exceptional interpersonal and relationship-building skills. With a proven ability to work collaboratively with others in a complex organisation, demonstrating team building and facilitation skills
- Fluent in change management strategies and best practice; proven success in implementing change across a team or organisation
- Data-driven and results-oriented; proven ability to manage data/metrics and make data informed decisions
- Excellent organisational skills, an ability to marshal resources, and continually improve systems and processes
- succinct and easy to understand, and hold meetings at times that don't exclude people who are working or have caring responsibilities. We can provide support to enable trustees to travel to meetings where necessary.



# You will be a great fit if

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- You show a commitment to Blue Ventures' mission and values, evidenced by exhibiting 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 toward measurement, outcomes and continuous improvement and learning
- You value in others, and 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 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 show self-motivation, flexibility, and the ability to work and thrive in a fast-paced, energetic, entrepreneurial environment
- You're detail-oriented and compliance-minded; you enjoy dotting i's and crossing t's
- You're comfortable with a playfully professional workplace culture
- You're trustworthy in managing sensitive situations and information; you are discrete, professional, and possess excellent judgement

## How to apply

We are thrilled to be running this appointment in partnership with the Equation team at FTHM. Applicants should apply by email to [rhc@fthmconsulting.com](mailto:rhc@fthmconsulting.com) by 20th January 2023. Applications must include both a CV and a cover letter.

We encourage applications from all individuals regardless of age, gender, race, ethnicity, 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 and benefits package.

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.

If you have any queries or would like more information in regard to this opportunity, please contact:

[Will Stephens](#), Regional Director for Africa at Blue Ventures

[Diamondra Randrianony](#), Consultant at Equation

All shortlisted candidates will be contacted within two weeks of the closing date.









# blue ventures

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