



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

A man wearing a straw hat and a white tank top is seen from the back, pulling a green rope on the side of a boat. The boat has a white upper section with a blue stripe and a dark lower section. The text 'blue ventures wide ventures beyond conservation' is painted on the white section. The background shows a beach and the ocean under a cloudy sky.

blue ventures
wide ventures
beyond conservation

Where we work



Tsimipaika Bay area
Multiple sites with mangrove management transfers and local dina
560 km²

Mahajamba Bay area
Initiation phase
About 60 km²

Barren Isles MPA
Temporary protected status
4317 km²

Belo sur Mer area
Multiple sites with local dina

Teariake LMMA
Local dina

Velondriake MPA
Definitive protected status
683 km²

Manjaboake LMMA
Local dina



Blue Ventures sites MADAGASCAR

-  Formally designated co-managed protected area
-  Locally managed marine area governed through dina
-  Wider area with multiple smaller management regimes. Marked area is indicative.

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 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

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.



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



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 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.





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