



Marine Programme Leader – Maio Biodiversity Foundation, Cape Verde

MAIO BIODIVERSITY FOUNDATION

The Maio Biodiversity Foundation (FMB - Fundação Maio Biodiversidade) was established in 2010 to protect biodiversity on the island of Maio, one of the last remaining rural islands in the Republic of Cape Verde. Maio has pristine beaches, wetlands that support migratory and breeding birds, and a marine ecosystem that is one of the global biodiversity hotspots. Since its establishment, FMB rapidly grew to be one of the most successful conservation NGOs in West Africa. We have internationally recognised projects on marine protected areas, sea-turtle conservation, bird protection and ecotourism. FMB has strong links with local communities, and our projects are supported by local, national and international agencies. See further details at www.facebook.com/maioconservation or www.fmb-maio.org.

THE OPPORTUNITY

To continue this dynamic development, FMB is now looking for a Marine Programme Leader to join our team in Cape Verde. We have ongoing projects on sharks, whales, turtles and marine invertebrates, and the ideal candidate will strengthen and expand FMB's existing marine projects. Tasks are varied and challenging, so that the individual must be adaptable and a strong team player. The Programme Leader's job will be supported by an excellent and enthusiastic team of Cape Verdeans and internationals that we have built up over the last 4 years. His/her work will also be supported by an excellent network of national and international organisations, for example our partner Fauna and Flora International (FFI). Good working knowledge in English and Portuguese/Spanish is essential, willingness to learn Creole will be expected.

TERMS AND CONDITIONS

Start Date:	April 2016, starting with a hand-over/ training probationary period
Duration:	1 year contract initially, of which 3 months are a probation period. The contract will be extended to further years subject to funding and work performance
Contract term:	Full time
Salary:	80,000 - 110,000 CVE per month, depending on experience (for reference, living costs on Maio are about 40,000 CVE per month)
Location:	Maio Biodiversity Foundation, Cidade Porto Inglês, Maio, Republic of Cape Verde

JOB DESCRIPTION

Job Title: Marine Programme Leader

Reporting to: FMB Director

General responsibilities

1. Planning and implementation of conservation projects, with a particular focus on marine projects
2. Scientific and technical support to the FMB Turtle Programme Leader
3. Setting strategy and long-term planning for FMB's conservation portfolio, working together with the Director and other staff at FMB
4. Management of major conservation projects, from inception to reporting
5. Recruitment and management of conservation staff
6. Fundraising and financial sustainability planning to ensure the long-term viability of the conservation programme
7. Financial management for conservation projects and grants
8. Representing FMB and promoting conservation to government and partners, maintaining a good relationship with all key stakeholders and funders
9. Ensuring a monitoring programme that measures the ecological and social impact of FMB's conservation activities
10. Drafting and completion (often in English) of technical and financial reports on conservation projects
11. Ensuring FMB staff have the training and equipment necessary to conserve Maio's wildlife
12. Other conservation activities requested by the Director and appropriate to your experience.

Requirements

13. At least three years' experience in conservation and/or research, ideally including marine organisms
14. Extensive experience managing conservation activities and project staff, including managing several projects at once
15. Proven experience of fundraising and financial oversight of conservation projects
16. Proven experience of strategy or organisational planning
17. A higher degree (MSc/PhD) or equivalent scientific and technical expertise in conservation, ideally in marine ecology
18. Extensive experience of working with local residents to deliver conservation projects
19. Experience line managing staff (not essential)
20. Good personal and written communication skills
21. Demonstrated experience of report-writing

22. Ability to work in the field and away from home, including the ability to travel nationally and occasionally internationally
23. Marine fieldwork skills such as open water swimming, diving and boating (not essential)
24. Driving licence (not essential)
25. Good Portuguese or very good Spanish, good English (especially written)

Key competencies

26. Self-driven, results-oriented with a positive outlook, and a clear focus on high quality and sustainability
27. Mature, credible, and comfortable in dealing with team members
28. A natural forward planner who critically assesses own performance
29. Relevant experience in field-level implementation of large scale projects and ability to motivate and achieve targets through team building
30. Ability to nurture and support team members and demonstrate by actually showing (hands-on person)
31. Managing and putting together effective cost resources
32. Must be a competent writer of funding proposals and reports

APPLICATION PROCESS

Applications, consisting of a cover letter explaining why you are applying for the position and relating your experience and skills to the role (max 2 pages), a full CV, and contact details of two referees should be in English and submitted via email to: tamas.szekely@fmb-maio.org

The closing date for applications is **29 February 2016**.

Interviews are likely to be held week commencing 14th March 2016.

Candidates selected for interview will be contacted by email.

Only short-listed candidates will be notified.

Please mark your application 'FMB Marine Programme Leader'.