

Position vacancy

Director of Community Training and Learning

Location: Either in one of our global offices (Bristol or London - UK, Madagascar, Belize, Indonesia, Timor-Leste, Kenya, Senegal) or home-based within countries where Blue Ventures has administrative capacity (Tanzania) and the United States

Closing date for applications: 23 May 2025

Contract status: Global post, full-time

Start date: As soon as possible

Contract duration: Permanent

Remuneration: Salaries are gross per annum and will be in line with national salary grades and experience; circa £79,205 - £94,056 (UK); circa IDR 819,656,485 - IDR 1,213,091,598 (Indonesia); circa KES 8,200,933 - KES 12,137,381 (Kenya); circa TZS 12,137,381 - TZS 140,768,002 (Tanzania); circa XOF 38,749,823 - XOF 57,349,738 (Senegal); circa USD 43,048 - USD 63,711 (Timor-Leste); circa BZD 105,246 - BZD 136,167 (Belize); circa MGA 200,388,967 - MGA 361,582,361 (net per annum; only applicable in Madagascar).

Salary Band: A1

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 worldwide.

Summary job description

The Director of Community Training and Learning will play a critical leadership role in shaping the technical foundations of Blue Ventures' global training efforts. As the strategic lead on knowledge content, this role will oversee the development of frameworks, guidance documents, and curriculum materials that form the backbone of Blue Ventures' training and capacity building across key programme pillars: Community-Based Fisheries Management, Secure Rights, Food Security, and Financial Inclusion.

Reporting to the Chief Technical Officer, the Director will manage a team of subject matter experts, ensuring that their work is strategically aligned, technically robust, and rooted in the lived experience of the communities we serve. This role is responsible for creating the substantive content and technical learning outcomes transformed by the Training and Learning team into engaging, accessible training modules for our digital learning platform.

The Director will bring deep expertise in community fisheries, strong leadership of multidisciplinary technical teams, and the ability to think strategically about how interconnected programme themes contribute to community-led resource management and resilience. This is key to ensuring that Blue Ventures' training content reflects global best practices, is grounded in real-world community experience, and supports sustainable, rights-based approaches to marine resource management.

The successful candidate

We seek a committed, dynamic leader and innovator who will feel comfortable stepping into a key role during significant growth. The successful candidate will be a motivated, proactive, and highly organised individual with an excellent understanding of climate finance and the opportunities and challenges that such finance presents to coastal communities.

You will thrive in dynamic, fast-paced, collegiate, and ambitious environments, and you will be able to demonstrate experience working independently and solving complex problems in challenging situations. You will be able to demonstrate your alignment with BV's core values and mission to support human rights-based approaches to marine conservation and fisheries management. Above all, you will be motivated and adaptable, and you will have outstanding communication skills and the ability to explain complex subjects to a wide range of audiences, from community groups to senior managers. We have high standards and will expect you to work hard to support our team.

Blue Ventures is a fast-growing and mission-driven organisation, offering excellent opportunities for further professional development. We are looking for an individual who is creative, embraces innovation, and can demonstrate experience in developing and implementing impact-based strategies. Assessment of applications will include candidates' alignment with Blue Ventures' core values and mission to support human rights-based approaches to marine conservation and fisheries management.

Key Responsibilities

Senior Leadership

- To act and behave according to the [SLT Terms of Reference](#) and [BV's Leadership Competencies](#)
- Actively contribute to consultations, including helping to define and establish BV's long-term strategy and priorities in alignment with its mission and vision.
- Participate in collaborative and open forums to discuss, make informed decisions, and respond to consultations effectively.
- Promote cohesion across functions to enhance operational efficiency.
- Ensure the effective utilisation of resources to achieve organisational objectives.
- Support and foster the professional development of team members.
- Contribute to the development of OKRs (Objectives and Key Results) and take accountability for their delivery.
- Ensure regular communication from the SLT is cascaded to the team, facilitating the precise delivery of key organisational messages, including to their direct reports. Align and plan organisation-wide communications per BV's Internal Communications and Engagement Strategy.
- Provide input for board papers to be delivered by the ELT member to the Trustee Board or create and present documents directly, as required.
- Build relationships with key stakeholders, including the Board, donors, and partners.
- Contribute ideas and solutions to major strategic areas such as risk management, implementing mitigation strategies and developing contingency plans for emerging challenges and crises.
- Take accountability for operational delivery within functional areas, ensuring alignment with the agreed plan and supporting the organisation's growth, sustainability, and impact.

Strategic Leadership and Vision

- Set the strategic direction for content development aligned with Blue Ventures' organisational goals and programme priorities.
- Lead the creation of guiding principles, frameworks, and technical roadmaps for community-based management, including ecosystem-based fisheries management, food security, financial inclusion, and secure rights.

- Define and maintain the integrity of core learning outcomes across all programme themes.

Content and Curriculum Development

- Oversee the development of technical guidance documents, curriculum content, and training materials for use by partners and communities.
- Ensure all content is adaptable, practical, and rooted in both evidence and lived community experience.
- Develop local adaptation guidance that supports partners in tailoring training materials to their specific contexts.
- Integrate case studies, community knowledge, and practitioner experiences into all learning content.

Team Leadership and Collaboration

- Lead and mentor a multidisciplinary team of subject matter experts, providing strategic direction, performance management, and professional development.
- Facilitate collaboration across the thematic pillars to ensure integrated approaches and unified messaging.
- Collaborate with global and regional teams and external partners to ensure technical content is current, locally relevant, and grounded in best practices.
- Integrate insights from peer organisations, academic research, and external learning into training content and guidance materials to ensure relevance, credibility, and continuous innovation.

Quality Assurance and Continuous Improvement

- Lead regular reviews of training content and technical frameworks to ensure alignment with organisational strategy, partner feedback, and community insights.
- Maintain strong, collaborative feedback loops with global and regional teams to support iterative learning and ongoing content refinement.
- Ensure all materials follow a clear, standardised structure and are thoroughly documented to enable seamless handover to the Training and Learning team for adaptation, digitisation, and delivery.

Global Learning Contribution

- Contribute technical leadership to global and regional learning events, summits, and peer exchanges.
- Support collecting and documenting community experiences, innovations, and practical solutions through storytelling approaches, highlighting local knowledge and real-world impact.

- Ensure Blue Ventures remains a trusted resource in community fisheries knowledge by producing high-quality, community-informed, evidence-based content.

Skills and experience

Education

- A doctoral degree in a relevant field, such as Natural Resource Management, Fisheries Science, Marine Ecology, Environmental Studies, or a related technical discipline.

Experience

- Extensive global experience leading community-based conservation and fisheries programmes in low-income countries, with a strong track record in strategic planning, project management, and developing technical frameworks and capacity-building initiatives tailored to diverse cultural and geographic contexts.
- Proven leadership of cross-functional, multidisciplinary teams—including remote colleagues—across complex, multi-thematic programmes spanning fisheries management, food security, financial inclusion, and climate-related areas.
- Deep expertise in sustainable fisheries management, co-management, and ecosystem-based approaches that empower local communities in marine resource governance and conservation.
- Demonstrated ability to design and deliver high-impact training programmes and workshops, using innovative methodologies, digital platforms, and e-learning tools to ensure relevance, accessibility, and measurable outcomes across varied contexts.
- Skilled in integrating digital learning platforms (e.g., webinars, e-learning systems) and establishing centralised knowledge-sharing systems such as resource repositories and toolkits.
- Strong background in mentoring and managing individuals and teams, fostering collaboration, shared learning, and innovation across programme areas and geographies.
- Excellent communication and technical writing skills, including the ability to distil complex scientific and technical information into accessible guidance for diverse audiences, and to produce technical reports and peer-reviewed research publications.
- Experienced in strategic framework and roadmap development across thematic areas, focusing on aligning local actions with global best practices and emerging trends.

- Hands-on experience in carbon project development and a solid understanding of climate finance, supported by a global network in the environmental and climate sectors.
- Previous experience in international NGOS and innovative social enterprise environments, with a high cultural awareness and the ability to work effectively in diverse global settings.
- Fluent in English, competent in Malagasy, French, Spanish, Bahasa, and Portuguese.
- Highly organised, with excellent time management and a commitment to quality, accountability, and impact.

Behaviours

Demonstration of all of **BV's Leadership Competency behaviours**, *with a particular focus (for this role) on:*

- You can demonstrate the power to influence by demonstrating a commitment to our values, belief in the mission, and achievement of things many did not think possible.
- Through your communications and actions, you advocate for DEI, including building diverse and inclusive teams, treating everyone with care and respect, and showing them that they are valued and their views are considered in my decision-making.
- You listen to feedback, always assuming good intent, and use it to reflect on your behaviours actively and how they impact others, so you can improve and be the best leader you can be
- You understand what you need to create an environment that enables you to maintain well-being, and you share insights with your manager so they can support you in prioritising these.
- You take care of my team and regularly communicate and discuss the importance of well-being with them; you are not afraid to share insights into your well-being.
- You take positive risks and make difficult decisions, which may require stepping out of your comfort zone.
- You are an advocate for change. You create unity around a shared vision and show gratitude and recognition for celebrating others' successes.
- You recognise and harness the knowledge and skills others bring to achieve organisational goals. You are a good listener, asking open questions to increase your understanding of others' perspectives and build awareness and trust.

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 and a competitive salary.

Gender equality and equity are key priorities for Blue Ventures and its mission to secure more sustainable fisheries management and conservation for communities. It is the responsibility of all employees to ensure that equal opportunities are available and accessible for all and that no one is excluded or further discriminated against due to the multiple identities they may hold, including sex, gender, age, ethnic origin, disability, religion or belief, socio-economic status or geographical location.

Blue Ventures is committed to safeguarding and promoting the welfare of young and vulnerable people and expects all staff to share this commitment. We have zero tolerance for anyone who contravenes our safeguarding and protection policies. All candidates will be asked questions on safeguarding and child protection.

Any conduct that prevents the promotion of equality and equity will be dealt with in accordance with BV's policies and procedures. We encourage all colleagues, partners, trustees, and communities to report violations of our code of conduct via this [link](#).

This job description details the primary duties and responsibilities for the position. However, team members must show flexibility in their approach to work and be willing to undertake other tasks that are reasonably allocated to them but not part of their regular job description.

We are a mission-driven organisation, and senior staff, in particular, are expected to show a willingness to adapt to unexpected changes that come with growth. This may include occasional work whenever or wherever the line manager requests it. Where any task becomes a regular part of someone's responsibilities, the job description will be updated in consultation with the team member.

Application process

Applicants should apply online via Blue Ventures' website by 23rd May 2025.

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 problems, innovating effective, equitable, scalable responses with coastal communities. We are recognised as a transformative force in our sector.

Working style: We're a fast-moving social enterprise that is quick to embrace and implement promising ideas without bureaucracy.

Autonomy: We expect and support our colleagues to take the lead in their work, offering scope for creativity and strategic input.

Professional development: We challenge and support our colleagues to grow their skills, providing considerable exposure to different work experiences and training opportunities.

Adventure: We offer extensive opportunities for travel and work in diverse environmental and cultural contexts.

Family: We look out for one another as we work closely 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.



Passion & belief

Our mission is urgent and critical, we believe that our approach works, and we're 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.



Innovation & courage

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



Openness & humility

We work in a transparent and collaborative way to share what we learn.



Grounded in evidence

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