Position Vacancy

Communications Manager

Location:  Bristol or London, UK

Closing date for applications:  1st September 2019

Start date:  ASAP

Contract duration:  Permanent

Remuneration:  competitive based on experience

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

Do you have a passion for conservation communication? Do you care about the marine environment and the communities who rely on it? Are you an experienced campaigner ready to raise the voice of coastal communities as together we face existential threats? Do you want to be part of a rapidly growing organisation as we scale our impact, catalysing conservation in some of the world’s most remote and important marine biodiversity hotspots?

As Blue Ventures’ Communications Manager, you will be a key member of our international team, working closely with our conservation team and leading our small communications team championing our mission, sharing our learning, and telling engaging stories from the communities that we and our partners are privileged to support. Whether through photo stories, news articles, media releases, blogs, or social media campaigns, you’ll be proactive in telling our story, and you will support the production and dissemination of reports, research articles, toolkits and other open sourced learning from our programmes to amplify our reach and impact.
Reporting to the Head of Digital, Communications and Marketing, and working closely with our Executive team, this will be a full-time permanent role based in Blue Ventures’ London or Bristol offices.

**Candidate profile**

The successful candidate will be a motivated, proactive and highly organised individual, with a strong knowledge of the small-scale fisheries, marine conservation and international development sectors. You’ll be able to engage proactively in a range of different audiences with your writing, and comfortable taking a story all the way from an idea to a variety of published outputs depending on the context.

You will demonstrate a proven track record of project delivery and management, as well as exceptional written and digital communications skills. Ideally, you will have experience of developing communications for community-based conservation and development initiatives in low-income countries, shining a spotlight on issues that are critical to the livelihoods of millions of people. You’ll be an experienced campaigner with an eye on the next event and story to tell, harnessing your existing network to build our reputation and voice internationally. You’ll see both the big picture and the tiny details, and know which scale to pitch, when. You will be able to demonstrate empathy, humility and sensitivity in your writing, and will communicate in a style that exemplifies BV’s core values.

You will thrive in environments that are dynamic, fast-paced, collegiate and ambitious, and be able to demonstrate experience of working independently and solving complex problems in challenging situations. You’ll lead our small communications team, and be committed to nurturing and supporting colleagues from multicultural backgrounds to deliver their best work. Above all, you will be motivated, adaptable and have outstanding communication skills. We have high standards, and will expect you to work hard to support our team.

Blue Ventures is a fast growing and mission-driven social enterprise, offering excellent opportunities for further professional development. You will spend time at our field sites in East Africa, the Indian Ocean, South East Asia and beyond, meeting our staff and communities on the ground. This will enable you to produce and coordinate better content from the field, while deepening your understanding of our people, values and mission.

We are looking for an individual who is creative and embraces innovation, who can demonstrate experience of developing and implementing a mission based communications strategy. 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.
Responsibilities

Content creation, coordination, review and publication:
- Lead and coordinate the drafting, editing, review and publishing of content for both external and internal audiences including blogs, photo stories, news articles and website updates
- Lead internal systems for scheduling and collaborating on planned communications, promoting and prioritising work, ensuring timely publication of content aligned with key organisational priorities
- Create and publish original written content in line with BV’s strategic priorities
- Track communication opportunities across our team’s work, engaging proactively with colleagues and partners across sites to help document learning and share stories
- Lead on the messaging and placement of external communications, consistent with Blue Ventures’ aspiration to continue to provide thought leadership in key thematic areas
- Lead email newsletter campaigns and maintain databases of relevant Blue Ventures and partner communications
- Provide regular short updates to social media channels capturing our work, mission and vision

Sharing learning
- Work closely with the Knowledge Development Manager and our conservation team to contribute to the production of all learning outputs including reports, toolkits, resources and publications
- Lead the amplification of these learning resources to relevant external audiences
- Contribute to the creation and review of a variety of print or design-based content including posters, presentations, reports, proposals, toolkits and marketing materials
- Identify country/region specific social media consumption patterns and coordinate content to hit specific audiences in areas our outreach team wishes to engage
- Manage and develop the internal communication of our journey, successes and challenges in line with Blue Ventures’ internal communications strategy

External media and public relations
- Lead our external relations as we build our voice celebrating the latest in marine conservation, small-scale fisheries and human rights based approaches, prioritising partner and network news and events
- Proactively highlight stories of our work to share with external media, becoming a confident spokesperson for the full breadth of our work

Policy & advocacy
- Support our emerging policy development and advocacy work, coordinating the production of briefing documents and presentations
- Ensure all publications are reviewed and edited to high standards, removing libel and reputational risks

Management, staff training and support
- Manage our UK based communications team and support colleagues in our country sites with regular contact, nurturing their development and building for the future
- Lead recruitment as necessary
- Provide training for colleagues in key communications skills - creating and disseminating regular guidance and championing learning

Other
- Represent Blue Ventures at events, meetings, conferences or workshops as necessary

Skills and experience

Required
- 3+ years experience in communications role
- Postgraduate/graduate degree (or equivalent) in relevant field and/or proven experience in rural development or environmental conservation
- Demonstrable skills in communication of complex information to a diverse range of stakeholders
- Experience working closely with field programme teams
- Fluency in written and spoken English
- Line management experience
- Excellent time management and organisational skills
- Confident, strong interpersonal skills and ability to relate to and work effectively with individuals from a wide range of backgrounds and cultures, at all levels
- Capacity to undertake research and development work independently as well as part of an international team, collaborating remotely across time-zones
- Excellent knowledge of collaborative working with Google Docs and the GSuite setup
- Experience with digital content management systems (eg WordPress) and publishing platforms including social media tools

Desired
- Previous international organisation/ NGO experience
- Understanding of participatory approaches to communications in a development context including ethical considerations of content creation and dissemination
- Experience with travel and work in remote locations
- Competency in additional language(s): French, Bahasa Indonesian, Malagasy, Swahili or Portuguese
- Competence in documentary photography
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.

- **Grounded in evidence**
  We have high standards and are not afraid to be self critical. If we see something that doesn’t work, we
Application process

Applicants should apply online, using the form on the job posting, by Sunday 1st September 2019.

Please include links to relevant publications and an example of your writing with your cover letter.

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

If you have any questions about the advertised role or would like to discuss your application informally, please contact martin@blueventures.org.