

WHO IS DUGONGOS.ORG

Members of DUGONGOS.ORG have been active in dugong research in Mozambique and East Africa for three decades. DUGONGOS.ORG, a Mozambiquan NGO, was founded in 2009 and is dedicated to conserving the marine mammals, and particularly dugongs, of Mozambique and the Western Indian Ocean. To accomplish this, we use a collaborative approach and engage with local communities, governments, the private sectors (especially tourism), and other partners.

For more information about us visit www.dugongs.org

THE POSITION

Building Local Capacity for Sustainable Livelihoods and Community-based Conservation of Dugongs and Seagrass in Bazaruto Archipelago Region, Mozambique is a three-year project due to begin in February 2021 and funded through a Swiss Foundation. The Project Manager will be responsible for all aspects of the project, including science, stewardship and broad community relations and relations with our Partners and Funders.

The Project Manager will be assisted by a Mozambican Project Assistant, whom she/he will mentor in all aspects of the project.

The Project Manager and Assistant will develop and work towards the broad goals of the Project, which is primarily aimed at improving the conservation of dugongs and seagrass meadows in Bazaruto Archipelago region, Mozambique. To this end, the Project goals are:

- 1/. To engage the broader local community in participatory communications activities, including training, exhibits, and events focusing on dugong and seagrass conservation.
- 2/. To identify priority methods and means and areas for dugong and seagrass conservation and develop policy recommendations for their management.
- 3/. Through our Partners, to establish at least one business start-up, contributing income to community members and sustainable financing for conservation and ensure that suitable monitoring systems are in place.

Guidelines for the various work activities to accomplish these Goals will be provided to the successful applicant. Significant 'milestones' for the accomplishment of the Goals will be provided, as will quarterly reporting dates.

The Project Manager will be responsible for the day-to-day management and implementation of the work plan relevant to the Project.

The Project Manager will be expected to provide scientific leadership, project management and administrative oversight, including financial and management reporting, according to a specified timetable. The Project Manager shall maintain administrative and budgetary oversight for all project-related activity.

The Project Manager will coordinate between local government agencies, partner organisations and relevant stakeholders to ensure the goals and activities of the work plan are achieved.

The Project Manager will report directly and work closely with the Director of DUGONGOS.ORG, Project co-leaders and Partners.

LOCALITY:

The position will be based at the rented premises of DUGONGOS.ORG in Inhassoro, Mozambique. Both the Project Manager and Assistant will reside at these premises and will be responsible for the daily running of the premises. Costs for the premises will be covered by DUGONGOS.ORG.

The Project Manager will have the use of and be responsible for a 4x4 vehicle for local travel. Responsibilities will include making sure the vehicle is maintained, fuelled and records of travel.

CORE RESPONSIBILITIES and SCOPE of PROJECT MANAGER

- Coordinates all work undertaken and related to advancing dugong and seagrass conservation in the Bazaruto Archipelago, Mozambique.

- Establishes and maintains optimal performance standards for project implementation and with respect to integration of DUGONGOS.ORG and partners within the work programme.
- Writes required reports for internal and external communications and required reviews or updates.
- Frequently makes independent strategic decisions related to project developments, partnership arrangements, national and regional policy support, technical capacity requirements etc., based on analysis, available information and context.
- Negotiates complex agreements in a political environment, with a diversity of stakeholders from in and outside the Bazaruto National Park.
- Is responsible for representing DUGONGOS.ORG within the Bazaruto Archipelago and Mozambique, to the Funders and Partners and to any new Partners.
- Supervise and mentor the Project Assistant and ensure their adherence to the work and reporting plan.
- Ensure consideration of all National COVID-19 related protocols and travel restrictions.
- Gives adequate consideration to working in remote localities, varied weather conditions, trying circumstances and difficult terrain.
 - Gives adequate consideration to working with a diverse community, including local communities, fishers, tourism operators, local and national officials.
- At all times promotes the core value of dugong and seagrass conservation.

QUALIFICATIONS & ABILITIES

- Master's degree and experience in marine conservation, or related field, or a combination of experience and education.
- Communicating clearly via written, spoken, and graphical means in English is necessary, ability to converse and write in Portuguese (or another Romance language) and multi-cultural or cross-cultural experience is an advantage.
- Fundraising experience, including identifying donor prospects and donor cultivation.
- Experience managing a complex project, including finances and coordinating the work of other professionals, technical advisors and partners.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and local and national government agencies.
- Experience negotiating with a range of stakeholder interests.
- Experience influencing, developing and implementing conservation policy and plans, including through management of complex projects is an advantage.
- Knowledge of marine conservation priorities and conservation management in Africa is an advantage.
- Ability to develop practical applications of scientific concepts and technical innovations for conservation purposes.
- Politically savvy and able to build productive relationships by interacting with others in ways that enhance mutual trust and commitment.
- Works collaboratively with all levels and cultures of stakeholders to improve decisions, strengthen commitment, and be more effective.
- Able to communicate proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.

SALARY:

Salary is commensurate with experience and education, but is above the 'going' rate for expatriate staff in Mozambique, between Euros 20,000 and Euros 30,000 per annum.

APPLICATIONS:

Send expressions of interest, applications to:

Dr. . A.T. Guissamulo aguissas@gmail.com

and

Dr. V. G. Cockcroft vic@dugongs.org