

JOB DESCRIPTION

MANAGER: RESEARCH, DEVELOPMENT AND MONITORING

Sustainable Seas Trust (SST) is a science-based organisation working to protect Africa's seas and communities for the benefit of all who live on the continent.

We empower individuals, organisations, and communities to become passionate, involved and committed custodians of Africa's seas through an Africa-wide network empowered by research, education, economic upliftment, and collaboration. We aim to achieve six UN Sustainability Goals; Goal 4, ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all; Goal 8, promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; Goal 11, working towards sustainable cities and communities; Goal 12, ensuring sustainable consumption and production patterns; Goal 14, conserve and sustainably use the oceans, seas, and marine resources for sustainable development; and Goal 17, partnering for the sustainable development of these goals.

Job Description

SST's vision of success is a future where the people of Africa and her seas flourish together. Using waste as the lens, marine pollution as the impact the organisation works to mitigate, and the coastal communities of Africa as the focal point of interactions between land and ocean, the Research, Development and Monitoring impact portfolio works to design well-structured, high-quality research programmes to ensure comprehensive understanding of the challenges impeding sustainable waste management in identified coastal communities. S/he will ensure that sound research interventions underpin the design of all marine conservation interventions (training, skills transfer, capacity building, community upliftment, and enterprise development) and that the research outcomes directly inform all organisational strategic guidance and advice given (at both a national and regional scale) to support sustainable waste management. Lastly, s/he will be responsible for impact reporting within the organisation through the design of a robust organisational monitoring and evaluation framework.

This programme has both a local focus and a national and regional focus across Africa.

This position is answerable to the Head of Marine and Coastal Impact Programmes.

Roles and Responsibilities

- Coordinate research activities and build the organisational capacity on research techniques and methods (qualitative, quantitative, policy, etc.):
 - Initiate, coordinate, and assist all activities across identified research projects as aligned with the organisational Theory of Change and strategy.

- Initiate, coordinate, and maintain effective relationships with identified researchers and research influencers.
- Assist and control the quality of all research projects across portfolios of work, including but not limited to research designs, methods, data management strategies, data analysis, and publication writing.
- Organise knowledge and skills sharing to increase organisational research capacity.
- Guide the design of all interventions to achieve organisational marine pollution, blue economy and ocean conservation objectives.
- Ensure all research activities align with international best practice with regards to research ethics and principles.
- Manage the finances of every aspect of the Research, Development and Monitoring Impact Portfolio, including preparing budgets and financial reporting, managing the training budget and monitoring monthly expenditure reports.
- Drive and oversee the development and update of SST's internal organisational Monitoring and Evaluation systems, analysing data and providing reporting as required to various stakeholders, including assisting other roles in the organisation with such.
- Work with other impact portfolios to ensure interventions are rolled out and reported on correctly.

Key Deliverables

- A clear map of ecologically important areas across African coastal countries (e.g. Hope Spots; MPAs; areas of conservation concern; cities overlapping with rivers and estuaries) and assist with prioritising cities, villages and towns for organisational support and intervention.
- Stakeholder maps of key target audiences, partners and organisations within identified priority cities, villages, and towns active in the marine conservation, pollution and waste management sectors, unpacking what is already on the ground and operational, and what SST's unique role of facilitation and support is as well as the role of each impact portfolio.
- A good understanding of waste management activities in selected African countries. This must include, but is not limited to, the following:
 - The existence of Integrated Waste Management Plans (IWMP) for different municipalities.
 - The role of different levels of government in waste management.
 - Detailed waste management country profiles for each priority country.
 - An appropriate repository of relevant information and data pertaining to waste management and pollution for each selected country.
- Clear plans of action and designed interventions for each of SST's impact portfolios within the identified priority coastal cities, towns and villages outlining required workflow and delegations of authority within the organisation.
- A robust organisational monitoring and evaluation framework that informs impact reporting for SST.



Experience and Skills Required

- At least a Masters' degree in one of the environmental sciences a prerequisite.
- At least seven (7) years' proven experience in an appropriate discipline, and at least three (3) of these in a management role.
- A proven successful track record in leading research teams and pioneering new research methods.
- A good track record in research and writing, ideally writing reports, and professional publications (beyond science and peer reviewed publications).
- Competence in statistics and at least a working knowledge of modelling and Artificial Intelligence.
- Proven track record in developing and implementing strategic plans.
- Ability to successfully work with and lead a team.
- Valid driver's license essential. Must be comfortable driving alone.

The Ideal Candidate

- Has a passion for the sustainability agenda.
- Is well organised and proactive.
- Able to stay well-informed on the latest global developments on plastics (e.g. the Global Plastics Treaty), climate change, marine conservation, and education.
- Has an excellent understanding of stakeholder engagement strategies.
- Displays excellence in public speaking, presenting research plans and results.
- Displays high attention to detail.

Further Details about the Position

- **Duration:** Full-time 12-month fixed-term contract, with potential to renew for an additional 3 years.
- **Start date:** As soon as possible.
- **Salary:** Paterson Grade D
- **Location:** Gqeberha, Nelson Mandela Bay, South Africa.

Applications should be submitted to stacey@sstafrica.org.za by 5pm on the 17th of May 2024 and should include:

- **Letter of motivation**
- **A curriculum vitae.**
- **Contact details of at least three references.**

