



PEOPLE AND THE SEA

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POSITION: LEAD SCIENCE OFFICER

Location: Malapascua Island, Cebu, Philippines

Contract Duration: Minimum 12 months (with a 3-month probationary period)

Start Date: May 2026 - or asap

About People and the Sea

People and the Sea is a non-profit organisation dedicated to empowering coastal communities in the Philippines to sustainably manage and benefit from their invaluable marine resources. Our mission is to improve local livelihoods and safeguard marine biodiversity through a variety of community-led initiatives, including waste reduction, sustainable fishing practices, marine research, youth education, and the economic resilience of coastal communities.

We are seeking a **Lead Science Officer** to lead the development and delivery of our reef conservation training programme, oversee ongoing research, and support the management of local marine reserves and fisheries – including contributing to fisheries data collection and species conservation activities.

Job Description

As the **Lead Science Officer**, you will be responsible for implementing a comprehensive reef monitoring and conservation training programme for both local community members and international volunteers. You will oversee all aspects of training, ensuring participants gain the necessary skills to conduct reef surveys and contribute to long-term conservation goals. Additionally, you will support research and data collection activities that underpin sustainable fisheries management and marine species conservation, working closely with local stakeholders.

How to apply

Please send your **CV** and a **cover letter** to: jobs@peopleandthesea.org.

Please state 'Application: 'Lead Science Officer' in the e-mail subject line.

Also indicate the following in your cover letter:

- Earliest possible start date
- What particularly interests you about this job opening.
- How your personal/professional experience meets the requirements detailed in this posting.

Key Responsibilities

1. Reef Survey Training Programme Development and Delivery:

- Deliver a reef conservation and monitoring training programme for local and international participants.
- Prepare and present engaging, science-based lectures on reef ecosystems, conservation techniques, and marine reserve management.
- Develop innovative training materials and methods to ensure participants meet their learning objectives.
- Provide hands-on field training through snorkelling and diving sessions, focusing on reef survey methodologies.
- Continuously update training content to reflect the latest developments in marine science and conservation.

2. Support Fisheries Research and Marine Resources Management:

- In support of broader fisheries management activities led by partner teams, the Lead Science Officer will contribute to data collection and species monitoring as follows:
- Assist with catch data collection and database management across landing sites, supporting trained local data collectors and fisher participants.
- Contribute to bycatch monitoring efforts – including documentation of ray bycatch from longline fisheries – through fieldwork and fisher interviews.
- Support Crown-of-Thorns Starfish (COTS) removal and monitoring activities, including recording biometrics and helping maintain regular removal schedules at reef sites.
- Participate in seagrass gleaning surveys, working alongside local gleaners to collect data on species harvested and habitat use, and supporting community sessions on seagrass importance.

3. Community Engagement and Stakeholder Collaboration:

- Organise community workshops and public presentations to raise awareness of marine conservation efforts.
- Work closely with local fishermen and community leaders to incorporate traditional knowledge and practices into marine reserve management plans.
- Support community-led initiatives aimed at creating long-term, sustainable conservation solutions.

4. Diving and Field Operations:

- Schedule and lead all field-based training and research dives, ensuring adherence to safety standards.
- Oversee the maintenance and inventory of scientific and diving equipment used in reef monitoring and research activities.
- Conduct routine dives to collect data and assess reef health in protected areas.

5. Reporting and Administrative Duties:

- Compile and analyse research data, producing comprehensive reports on marine resources management and training outcomes.
- Oversee the full handover of departing volunteers and trainees, ensuring all work is transferred, filed, reports finalised, and findings shared with the team.

Qualifications and skills

Essential

- Master's degree in Marine Science, Conservation, Ecology, or related field.
- Qualified diver: Instructor certification
- Experience in reef monitoring, marine reserve management, or coral reef research
- Excellent oral and written communication skills in English
- 3 years work experience in marine resources management and/or field-based marine sciences education or research
- Experience in the use of participatory tools

Desirable

- Strong interpersonal skills with the ability to work effectively in a multicultural team and community setting
- Proficiency in data analysis tools (e.g., Microsoft Excel) and GIS software (desirable)
- Experience working in a developing country or remote field environment
- Physical fitness and the ability to handle fieldwork in challenging conditions

Remuneration and Benefits

- Monthly stipend: 30,000 PHP
- Lunch provided on working days
- 12 paid holidays per year
- Accommodation

Other benefits!

- The chance to contribute to conservation efforts in a vibrant marine environment
- The opportunity to live and work alongside local communities, making a tangible impact on marine conservation and sustainable resource management.
- Continuous development through on the job training and mentoring.
- Work in an organisation that has a transparent and open culture where communication is encouraged, and everyone's voice is heard.
- Be part of a team where collaboration, knowledge sharing, and support are central to our way of working.

