

FUNDAÇÃO TARTARUGA

Protecting Sea Turtles and their Habitats



Fundação Tartaruga is a member of **Turtle Foundation**, an international network of non-profit organizations dedicated to the conservation of sea turtles and their habitats. Turtle Foundation maintains important conservation programs for sea turtles in Cabo Verde and Indonesia.

The sea turtle conservation program on Boa Vista, Cabo Verde, which is implemented by Fundação Tartaruga with the involvement of the local population of the island, started in 2008 in response to the large-scale killing of nesting females of loggerhead sea turtles (*Caretta caretta*).

Today, the program includes conservation measures on nine different nesting beach areas around Boa Vista, where teams are deployed to conduct night patrols and daily data collection with local staff and national and international volunteers during the nesting season between June and end of October. In addition, a specialised team is working with detection dogs and night vision drones to prevent poaching.

Furthermore, Fundação Tartaruga is implementing a range of projects for habitat protection and community engagement on Boa Vista.

We are currently seeking a passionate and skilled individual to join our team as a

Conservation Manager

Job location: Boa Vista Island, Cabo Verde, West Africa
Starting date: 1st May 2025 or earlier
Contract type: Full time, 1 year with option for prolongation, 6 month trial period

In this critical role, you will support the development of our conservation strategy and lead the implementation of our activities for the conservation of sea turtles and their habitats.

This includes the supervision of field work during the nesting season, such as nest monitoring, beach activity surveys, and hatchery management. A primary responsibility will be the supervision of data collection (nesting, tagging, biometry) from all sites on Boa Vista. Managing, analysing, and compiling data into presentations and reports also belongs to the duties of the Conservation Manager.

In addition, the Conservation Manager will contribute to the development and implementation of specific activities and projects for the conservation of sea turtles and their habitats, including protection and restoration of nesting beaches, combatting negative impacts from overtourism and plastic pollution, and addressing threats for sea turtles at sea.

Fundação Tartaruga
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You will serve as the key representative for Fundação Tartaruga in scientific and conservation matters, engaging and networking with stakeholders including local and national conservation NGO's, the National Directorate of Environment (DNA), the local environmental ministry delegation, the National Network of environmental NGO's (TAOLA+), and other national and international partners. In addition, you will have the opportunity to represent the organization at national and international fora. You will contribute to building strong relationships, enhancing collaboration, and promoting the organization's mission. Your expertise and leadership will play a crucial role in driving impactful and lasting conservation outcomes.

The Conservation Manager will report directly to the Executive Director of Fundação Tartaruga and will be supported by a Fieldwork Coordinator. You will closely collaborate with the program management team and also with Turtle Foundation's Scientific Director, ensuring a unified approach to our conservation efforts.

Specific Duties

- Participate in the development, implementation and review of Fundação Tartaruga's conservation strategy
- Develop concepts to address existing and emerging threats for sea turtles on their nesting beaches and in their marine habitats, and for other related conservation and sustainable use priorities for Boa Vista, especially in its protected areas
- Support the identification of suitable specific funding opportunities and the development of funding applications
- Support the Operational Manager with the recruitment of Field Coordinators who will be deployed in all our camps throughout the nesting season
- Apply to the DNA for the necessary work permits to carry out Fundação Tartaruga's conservation work
- Provide training and supervision for Field Coordinators, Rangers and Volunteers, ensuring effective organisation and execution of fieldwork
- Manage the electronic data collection system based on KoboToolbox, as well as any other data collection systems and procedures, ensuring the accurate and timely recording of all relevant information.
- Process provisional data throughout the season and communicate the results (e.g., via our online data visualisation system based on Google Looker Studio)
- Supervise hatchery management
- Manage fieldwork material and equipment, ensuring its organisation and correct use
- Conduct inventories of fieldwork materials and equipment on an Excel list and prepare orders for replacements for the following season



- Organise, maintain and analyse the collected data and compile them into reports, publications and presentations for various purposes, including meetings and conferences, and donor reports
- Prepare comprehensive technical reports on field work and nesting data for governmental partners, Turtle Foundation, and other partners, as required
- Represent Fundação Tartaruga in national and international meetings and conferences (TAOLA+, ISTS)
- Maintain a close communication network with all relevant stakeholders and partners
- Contribute to scientific publications

Required Skills and Qualifications

- Degree in (marine) biology, conservation, or another relevant field
- Proven experience of working with nesting sea turtles
- Proven professional experience with environmental and sea turtle related conservation
- Proficiency in management, analysis and interpretation of large datasets
- Excellent working knowledge of MS Excel or similar spreadsheet analysis systems
- Effective communicator, also skilled in writing, editing, and formatting documents and presentations
- Willingness and ability to work both in the office and the field, with the flexibility to accept unusual working hours and working periods
- Excellent communication skills and ability to cooperate with a broad range of people with different social and cultural backgrounds
- Demonstrated initiative and ability to work effectively both independently and as part of a team
- Competencies such as leadership, strategic thinking, and analytical skills
- Fluent in written and spoken Portuguese and English

Additional Valuable Skills

- Valid driver's license
- Working experience with KoboToolbox
- Familiarity with Geographic Information Systems (GIS)

What we offer

- **Meaningful Impact:** Contribute to global sea turtle conservation efforts
- **Professional Development:** Enhance your skills and knowledge through hands-on experience; Training and capacity building opportunities
- **Collaborative Environment:** Join a supportive team that values teamwork and open communication
- **Diverse Projects:** Engage in dynamic activities, from fieldwork to scientific collaborations

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- International Network and travel opportunities: Connect with experts and conservationists worldwide and attend conferences and meetings
- Experiential Learning: Gain hands-on experience in a stunning location
- Adventure and Discovery: Explore Boa Vista's captivating beaches, culture, and vibrant ecosystem

Benefits

Fundação Tartaruga is offering a full time position with a competitive salary, 22 leave days per year and fringe benefits (health insurance, workplace accident insurance), in accordance with Cape Verdean labour legislation.

Candidates coming from other islands of Cabo Verde or from abroad will be given one yearly return flight and a one-off support for moving to Boa Vista.

How to apply

Send a cover letter, your *Curriculum Vitae*, expected monthly salary and two professional references through the email address mendes@turtle-foundation.org, or deliver the documents in a closed envelope to the office of the Fundação Tartaruga located in Riba d'Olte (Boa Vista, Cabo Verde), addressed to the Assistant to Director and with the subject "Conservation Manager: [Name Surname]"

Selection process:

- Receipt of applications: 15th February to 14th March 2025
- Contacts and interviews: March 2025

We ask for your kind understanding, that we will only reply to qualified applications

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