

# FUNDAÇÃO TARTARUGA

Protecting Sea Turtles and their Habitats



**Fundação Tartaruga** is a member of the international network of **Turtle Foundation**, a non-profit organization dedicated to the worldwide conservation of sea turtles and oceans. Turtle Foundation maintains important conservation projects for sea turtles in Cabo Verde and Indonesia.

The sea turtle conservation project 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*).

The project operates on nine different nesting beach areas around the island, 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.

For our project in Boa Vista, Cape Verde we are looking for

## *Scientific Manager*

Job location: Boa Vista Island, Cape Verde, West Africa  
Period of employment: 1st March 2024-1st March 2025

We are currently seeking a passionate and skilled individual to join our team in Boa Vista, Cape Verde, as a Scientific Manager. In this critical role, you will lead the implementation of field work necessary for our sea turtle conservation mission, including nest monitoring, beach surveys and hatchery management. A primary responsibility will be collecting, managing, and analysing essential data from all project sites on Boa Vista. Reporting directly to the Executive Director of Fundação Tartaruga, you will closely collaborate with the organization management team and also with Turtle Foundation's Scientific Director, ensuring a unified approach to our conservation efforts.

You will serve as the key representative for Fundação Tartaruga in scientific and conservational matters, engaging with stakeholders including local and national conservation NGOs, National Directorate of Environment (DNA), local environmental ministry delegation, the National Sea Turtle Network (TAOLA), and other national and international partners. In addition, you will have the opportunity to represent the organization at national and international conferences. 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.

### **Specific Duties**

- Assist Human Resources in the recruitment of camp staff (coordinators and local guards);
- Provide management and guidance to camp and field coordinators, ensuring effective organisation and execution of work;
- Provide management, training and guidance to community-based conservation project;

Fundação Tartaruga  
Riba d'Olte, Caixa Postal nº 172, Sal Rei, Boavista, Cabo Verde  
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- Set up, coordinate, and supervise beach patrolling, data collection, and other field activities;
- Coordinate hatchery management;
- Conduct and oversee training for coordinators, rangers, and volunteers;
- Manage the field work material and equipment, ensuring their organisation and proper use;
- Use and manage our mobile data collection system based on Open Data Kit (ODK);
- Compile, organise, maintain and analyse the collected data;
- Manage the data collection systems and procedures, ensuring accurate and timely recording of all relevant information;
- Close cooperation and coordination with our anti-poaching team;
- Regularly retrieve and process interim data and communicate results;
- Responsible for the inventory of the field work material and equipment at the end of the season and for preparing new orders of material, if necessary;
- Maintain a close communication network with all relevant stakeholders and partners;
- Manage scientific projects within the organization and foster project collaborations with universities and other partners;
- Represent Fundação Tartaruga in national and international scientific meetings (TAOLA and ISTS);
- Apply to the DNA for the necessary work permits to implement Fundação Tartaruga conservation work on beaches;
- Prepare comprehensive technical reports on field work and nesting data for the National Directorate of Environment (DNA), Turtle Foundation, and, depending on need, other partners;
- Contribute to the preparation of scientific publications

### Required Skills and Qualifications

- Bachelor's degree in (marine) biology, conservation, or another relevant field;
- Previous experience working with sea turtles;
- Fluent in written and spoken Portuguese and English;
- Proficiency in management, analysis and interpretation of large datasets;
- Excellent working knowledge of MS Excel or comparable spreadsheet analysis systems;
- Familiarity with MS Word and PowerPoint for effective communication, writing, editing, and formatting;
- Valid driver's license;
- Willingness and ability to work both in the office and the field, while flexible in accepting unusual working hours;
- Excellent communication skills and ability to cooperate with a broad range of people with different social and cultural backgrounds".

### Preferred Skills

- Proven professional experience in environmental conservation;
- Demonstrated initiative and ability to work effectively both independently and as part of a team;

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- Natural leadership and conflict resolution skills;
- Familiarity with Geographic Information Systems (GIS);
- Critical individual competencies, including written and oral communication; honesty/integrity, and accountability;
- Competencies such as leadership, strategic thinking, and analytical skills.

## 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;
- International Network: Connect with experts and conservationists worldwide;
- 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 one-year contract, with the possibility of extension, you are expected to work 5 days a week, 40 hours of work per week, in accordance with Cape Verdean labour legislation.

An employment contract will be given, taxes and insurance are deducted monthly.

## How to apply

Send a cover letter, your *Curriculum Vitae*, expected monthly salary and at least two professional references through the email address [nicolau@turtle-foundation.org](mailto:nicolau@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, Cape Verde), addressed to the Human Resources Manager and with the subject "Scientific Manager: [Name Surname]"

## Selection process:

- Receipt of applications: 1<sup>st</sup> September to 31<sup>st</sup> October 2023
- Evaluation of applications: November 2023
- Contacts and interviews: December 2023

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

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