

**Job Title: Turneffe Atoll Trust US Executive Director**

**Location: Bozeman, Montana**

**Inquiries: [jobs@oceanicsociety.org](mailto:jobs@oceanicsociety.org)**

**Deadline: August 15, 2016**

## **Background**

The Turneffe Atoll Trust (TAT) was founded in 2002 as a nonprofit 501(c)(3) organization operating in Belize and the United States. Our mission is to drive conservation efforts at Turneffe Atoll in Belize leading to sustainable social and economic benefits for Turneffe and serving as a model for similar coastal marine environments elsewhere. TAT is guided by a dynamic and dedicated board with backgrounds in marketing, law, finance, tourism, philanthropy, wildlife conservation, business and communications, and operated by a small staff in the U.S. and Belize.

Turneffe Atoll is part of the Mesoamerican Reef Ecosystem (MAR) stretching from Mexico's Yucatan Peninsula to the coast of Honduras and centered in Belize. The MAR is one of the most important seascapes in the Western Hemisphere; it contains the 2nd largest barrier reef on Earth, plus key fish and invertebrate spawning hotspots that seed life to reefs throughout the 38-country wider Caribbean. Turneffe Atoll is arguably the gem of the MAR and it offers some of the Caribbean's best diving and snorkeling, as well as some of the world's best saltwater flats fishing. Turneffe is also an important commercial fishery for Belize.

TAT played a pivotal role in establishing the 325,000 acre Turneffe Atoll Marine Reserve (TAMR) in late 2012—the largest marine reserve in Belize—and TAT continues to occupy an important niche in the panoply of stakeholders dedicated to implementing TAMR and assuring its long-term viability. TAT's successes over the past decade also include enacting landmark legislation in 2009 designating bonefish, permit and tarpon as catch-and-release only species in Belize. These three species generate an estimated \$60 million per year for Belize, economic benefits that can be assured as long as fish habitats remains intact. TAT is currently working on several projects to protect Turneffe's key habitats and diminish the impacts of non-sustainable commercial development on the Atoll:

- A **Land Conservation Project** to identify, acquire, and permanently protect key properties on Turneffe Atoll.
- An effort, jointly with Oceanic Society, to create a coalition of university and NGO partners to design, build and operate a world-class Marine Educational and Research Facility at Turneffe.
- A Development **Oversight Project** to serve as “watchdog” for Turneffe land development.

- Advancing the common interest of Turneffe fishermen and Turneffe's ecotourism sector by advocating for protection of Turneffe habitat through the **Fishermen Ecotourism Alliance**, a new NGO registered for this purpose.
- Support for **strategically valuable scientific research** including analysis and monitoring of Turneffe's important conch fishery.

## Position Description

This position requires an innovative and energetic person with the ability to work independently on all aspects of the aforementioned - especially fundraising, grant writing, and strategic planning/partner engagement for the proposed Marine Educational and Research Facility. Fundraising and writing skills are essential to this position, as is knowledge of potential donors, and experience in foundation research strategy. A proven ability to develop and effectively manage a budget is needed and an understanding of coastal marine ecosystems and related scientific issues is beneficial. An ability to work comfortably with people from diverse backgrounds and cultures is required.

This position will ultimately require the candidate to acquire a basic knowledge of Belizean land laws, land valuation and appraisal processes, an understanding of the functioning of the Belize Lands Department, and a basic familiarity with Turneffe's commercial fishing, tourism, and marine conservation. Above all, the position requires a love of nature, and a passion for protecting the environment of Turneffe Atoll and similar coastal marine areas.

The US Executive Director will be based in Bozeman, MT and will also spend time in Belize. This position will report to the TAT Chairman, and will work closely with other TAT board members and institutional partners. Key responsibilities are:

1. Effectively operate and grow the **TAT Land Conservation Project**, focusing initially on fundraising.
2. Spearhead efforts to establish a **multi-institution Marine Educational and Research Facility** at Blackbird Caye on Turneffe Atoll, including **development of a Draft Master Plan** by, January 2017.
3. Significantly expand **TAT's fundraising efforts**, and measurably increase revenues for land acquisition, field station, and other programs.

## Qualifications

- Minimum B.A./B.S., M.A./M.S. preferred (biological sciences, conservation, sustainable development or related fields).
- Excellent writing and communication skills (samples will be required)
- Proven track-record in non-profit fundraising
- Familiarity with foundation, individual, and corporate donor communities
- Experience with land trust operations, marine conservation, or related fields

- Project design and implementation skills, particularly as it relates to developing a master plan for the aforementioned field station
- Demonstrated organizational skills
- Ability to work independently, multitask, and identify solutions to challenges
- Good computer and internet skills, including spreadsheets, donor management and design software, and social media
- Enthusiasm and ability to work well with others
- Desire to work as part of a results oriented, mission-driven NGO dedicated to the conservation of Turneffe Atoll.

## **Salary & Benefits**

This is a full-time, salaried position. Employment with TAT is on an at-will basis.

- Compensation: Salary commensurate with experience.
- Health Benefits: To be determined.
- Personal Time Off: TAT is committed to providing earnings protection for vacation, illness, medical and dental appointments, personal business, holidays, funerals or other leave of absences.
- Travel to and from Belize.