



POSITION ANNOUNCEMENT: February 19, 2021

POSITION: Project Director

LOCATION: Work from Home Office in the United States

The [Conservation Alliance for Seafood Solutions](#) (the "Alliance") welcomes applications for the position of Project Director, available immediately.

ABOUT THE ALLIANCE

The Conservation Alliance for Seafood Solutions is a global community of stakeholders working together to improve the sustainability and responsibility of seafood supply chains for our ocean and the people who depend on them.

We set an ambitious 10-year goal that seeks to accelerate and increase our collective impact; that by 2030, at least 75% of global seafood production is environmentally sustainable or making verifiable improvement and safeguards are in place to ensure social responsibility. To achieve this goal, our community must influence markets and production geographies well beyond our historical reach. We must learn faster, partner more broadly, work more efficiently, and focus more strategically than we have in the past.

The Alliance is now expanding our community so we can work with businesses, governments, and experts to:

- Identify areas where multiple organizations are working. We support and amplify existing initiatives to create efficiency and impact.
- Identify areas where no one is working. We find the gaps and uncharted opportunities to benefit everyone.
- Ensure that diverse perspectives throughout seafood supply chains are included. We are a global hub for collaboration and change.

To make sure our efforts are adding up to the greatest possible impact, we ground all of our decisions about work priorities in data so that we can measure our collective impact and celebrate our shared progress. By being data-driven, we know we can do more, faster, and that means thriving futures for our ocean and the people and communities that depend on them.

OUR COMMITMENT TO DIVERSITY, EQUITY and INCLUSION

The Alliance community has the potential for far-reaching and meaningful impact on equity within our organizations and in our work. The Alliance staff commits to:

1. Build anti-racism, equity, diversity, and inclusion practices and training into our organization while encouraging others to do the same.
2. Recognize, engage, and elevate the voices of the BIPOC community and those from other marginalized communities.
3. Learn, listen, and receive feedback as we take steps to create a 'new normal' that is better for the health of the ocean and more inclusive and equitable for seafood workers and communities.

THE POSITION

The Project Director will lead complex, multi-stakeholder workstreams focused on creating solutions to some of the biggest challenges facing the sustainable seafood movement. The Alliance seeks an experienced facilitator who can effectively and efficiently drive diverse and opinionated groups toward agreement and decision. The successful candidate will be a creative thinker, able to facilitate tough conversations, build enthusiasm and momentum, make strategic decisions, and manage projects and participants critical to the Alliance's progress. This role will report directly to the Alliance Executive Director and be an integral part of the staff team, willing to wear many hats and contribute or advise anywhere needed within the Alliance.

KEY RESPONSIBILITIES FOR THIS ROLE INCLUDE:

- Facilitate discussion and agreement (mostly virtually and some in-person) among diverse, multi-stakeholder and opinionated groups to produce Alliance guidance and community documents
- Lead and manage complex projects prioritized to advance the Alliance's collective goals, beginning with a 2021 update to the [Alliance Fishery Improvement Project Guidelines](#)
- Manage large, international community feedback processes for projects, including solicitation, prioritization and incorporation of input and negotiating agreement on final decisions and language
- Create long- and short-term workplans, including identification of project milestones, participation expectations and resources required to achieve goals
- Develop budgets and track expenses associated with projects
- Devise evaluation strategies to monitor project progress and determine the need for pivots or improvement
- Frequently communicate with the Executive Director to share progress or jointly collaborate about challenges and ensure continued alignment with organization goals; openly communicate with the full Alliance staff to stay informed of the organization's full set of work
- Build relationships with diverse Global Hub members, actively recruiting in new voices essential to Alliance work
- Support fundraising efforts to increase resource availability for projects by developing work plans and budgets, drafting proposals, and actively participating in fundraising
- Wear many hats as part of the lean Alliance staff team, committed to working in a nimble fashion to advance the work of the Alliance's mission.

SUCCESSFUL CANDIDATES WILL HAVE THE FOLLOWING SKILLS, ABILITIES AND ATTRIBUTES:

- **Facilitator:** Possess strong emotional intelligence and able to effectively negotiate, resolve conflict and drive toward decision; able to "read" the group and adapt project and plans as needed
- **Manager:** Well organized, strategic thinker, able to multi-task across projects; manage project deadlines, staff delegation, budgets, etc.
- **Communicator:** Excellent communication and presentation skills; able to adapt working styles to different cultures, including a sensitivity to equity and cultural nuances; openly share and communicate with the staff team
- **Community Builder:** Engender trust among participants; find new ways to engage community members that have been marginalized in the past; work effectively with, and quickly gain the respect and support of, the full complement of stakeholders in the sustainable seafood movement
- **Adept Writer:** Able to process large amounts of feedback and determine the best path forward;

clearly communicate changes and rationale for revisions to diverse audiences; garner stakeholder support for decisions

- **Team Player:** Comfortable both in leading and working alongside others; has an entrepreneurial spirit and can feel “at home” in a lean start-up environment, yet a seasoned navigator of larger institutional structures and hierarchy; able to work efficiently and effectively on a remote team; willing to proactively tackle new technical skills or programs
- **Independent Learner:** Perpetually curious, able and interested in quickly absorbing information about sustainable seafood and Fishery Improvement Projects via self-study (reading reports and having conversations with community members); keep updated of seafood movement news and trends

IDEAL CANDIDATES WILL HAVE:

- At least 8 years of experience in facilitation, project management and partnership development, with increasing responsibility and leadership over time
- A strong track record of effectively facilitating multi-stakeholder agreements
- Experience working on sustainability, responsibility, or human rights in any sector; knowledge of seafood a plus
- Experience successfully managing other staff members
- Strong interpersonal and communication skills
- The ability to travel domestically and internationally (post COVID)

The Alliance offers excellent workplace flexibility by allowing staff members to work remotely. We do ask that staff members commit to working the majority of their hours in a US time zone to help streamline call/meeting time windows. Staff members must also have the flexibility to work outside those time zones on occasion to accommodate calls with international participants.

Candidates eligible to work in the United States and available for full-time work are strongly preferred.

GOVERNANCE

The Alliance is fiscally-sponsored by [Multiplier](#), a nationally-recognized nonprofit that incubates and accelerates program capacity for local, regional, national and global initiatives that conserve and protect a sustainable and resilient world. The Director will be an employee of Multiplier and will report to the Alliance Executive Director.

COMPENSATION

Multiplier provides a comprehensive compensation package, including competitive salary (\$85-\$105K), that is commensurate with experience, excellent medical and dental benefits, retirement savings, and generous vacation and sick leave policy.

HOW TO APPLY

Applications will be accepted until position is filled. The first screening will start March 15. Send us your résumé and cover letter to “info@solutionsforseafood.org” with “Project Director” in the subject line explaining why you are interested in this position as well as the Alliance’s mission. Please describe your relevant experience, qualifications, and include your salary requirements. We respectfully request no

follow-up calls or emails.

Multiplier and the Alliance celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and the Alliance are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and the Alliance prohibit discrimination in their governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.

