



# WE ARE HIRING!

## MARINE RESEARCH & CONSERVATION PROJECT COORDINATOR

### Overview

All Out Africa seeks a passionate and capable Marine Research & Conservation Project Coordinator to lead its long-standing marine research initiative in Tofo, Mozambique. This is a unique opportunity to contribute to meaningful marine conservation while coordinating an inspiring citizen science volunteer program in one of the most biodiverse marine regions in Africa.

### Remuneration

- Basic salary: R15,000 - R18,000/month
- Additional performance-based pay linked to volunteer numbers and successful grant acquisition

### Role Summary

As Project Coordinator, you will oversee marine research activities, manage and train international volunteers and students, coordinate logistics, and ensure the continuation of high-quality, long-term datasets. You will play a critical role in conserving endangered marine species and informing ecosystem-led conservation decisions through citizen science and collaborative research.

### Key Responsibilities

- Coordinate and deliver consistent, replicable training to volunteers and students on data collection techniques.
- Supervise ongoing field data collection (SCUBA, snorkel, boat- and shore-based) on species including whale sharks, manta rays, turtles, dolphins, nudibranchs, seahorses, and more.
- Conduct reef health assessments and deliver findings to local stakeholders to support marine resource management.
- Maintain, analyse, and advance 14+ year datasets for marine species identification and behavioural studies.
- Manage volunteer welfare, logistics, accommodation, and coordination with partner organisations.
- Collaborate on projects such as cetacean acoustics, remote underwater video systems, and regional data-sharing platforms.
- Apply for research grants and supervise student projects.
- Contribute to global citizen science initiatives (e.g., microplastic and tourism surveys, Happy Whale).



## Overview

### Essential:

- BSc in Marine Biology or a related field
- Minimum of PADI Rescue Diver certification (or equivalent)
- Field research experience and marine species knowledge
- Experience managing and training volunteers or students
- Strong communication, organisational, and problem-solving skills
- Comfortable living and working in a remote location
- Fluent in English

### Preferred:

- MSc in Marine Biology or related discipline
- PADI Divemaster or Instructor certification
- Portuguese language skills
- Experience in African marine ecosystems and working with whale sharks, humpbacks, turtles, coral reef species
- Own dive equipment (fins, mask, wetsuit, BC, dive computer), laptop & underwater camera
- Experience in education, community outreach, and grant writing
- Valid driver's licence (minimum 2 years) and access to a personal vehicle

## Application process

To apply, send a motivation letter and CV (including contact details for 3 professional referees) to [jobs@alloutafrica.com](mailto:jobs@alloutafrica.com) by 30 October 2025.

## About All Out Africa

All Out Africa is a responsible travel organisation operating in Eswatini, South Africa, and Mozambique. Our mission blends social and environmental impact with life-changing travel experiences for international participants. The Marine Research & Conservation Project in Tofo has been active since 2007, combining citizen science, education, and long-term field research to conserve some of the world's most threatened marine species.