

JOB DESCRIPTION

Job Title: Island Sustainability and Conservation Manager

Reports To: Chief Executive Officer of Time + Tide, with secondary report to the General Manager of Miavana by Time + Tide

Location: Nosy Ankao, Western Indian Ocean, Madagascar

Start Date: Negotiable

Contract Type: Full-Time, On-Site

Time + Tide | Who We Are

We are guides and guardians of some of the most remote places on Earth, with a family of luxury properties in Zambia and Madagascar. Across land and sea, we have a legacy in responsible tourism and offer modern-day explorers the luxury of space and the chance to feel fully alive. Our team take extraordinary care in sharing our deep appreciation for the land, wildlife and culture.

Island Sustainability and Conservation Manager | About the Role

We are seeking an experienced Island Sustainability and Conservation Manager to lead and oversee biodiversity management and sustainability strategies within the ecologically significant Levens Archipelago, located in Northeastern Madagascar in the Western Indian Ocean. This role is ideal for a seasoned professional with a strong marine science background, extensive experience in biodiversity monitoring and measurement and a track record of advising on nature-positive strategies that align with international best practices for biodiversity net gain. Additionally, we are seeking a candidate who has extensive experience with a wide variety of stakeholder engagement, including ability to engage with local residents, local government, grant-making organisations, and guests visiting Time + Tide properties.

The ideal candidate will thrive in remote, interdisciplinary and multi-cultural environments and will bring a strategic mindset to both field-based ecology and long-term environmental planning.

Key Responsibilities and Duties

1. Biodiversity Monitoring & Assessment

- Support the implementation and review of the existing conservation strategy
- Lead the design and implementation of new biodiversity studies across terrestrial and marine ecosystems in a remote archipelago
- Develop and oversee biodiversity monitoring frameworks to track trends over time and inform adaptive management

- Develop and oversee a comprehensive strategy for managing natural resource use on the island of Nosy Ankao, including but not limited to:
 - Sustainable water consumption and recycling practices
 - Waste reduction and management systems
 - Responsible sourcing of construction materials, including sand and other materials that do not negatively impact on the local environment in sourcing or implementation (e.g., light pollution and impact on turtle conservation)
- Apply international best practices in Biodiversity Net Gain (BNG) and Nature Positivity to assess ecological outcomes

2. Sustainability & Advisory Functions

- Provide strategic guidance to internal stakeholders and partners on sustainability approaches that effectively integrate conservation with local livelihoods, tourism and broader development objectives and international goals (e.g., SDG impact standards, science-based targets for nature, etc.)
- Design and implement a robust data recording and reporting framework to monitor resource consumption and usage, and to generate insights that inform strategic decision-making
- Translate biodiversity data into actionable recommendations to enhance ecological resilience and ecological regeneration
- Collaborate with island management, consultants and government representatives on environmental impact assessments, natural resource monitoring and conservation planning

3. Programme Management

- Coordinate field teams, contractors and research partners to implement conservation activities
- Oversee ecological restoration initiatives, species protection efforts and marine protected area development and compliance
- Develop and manage annual work plans and budgets aligned with conservation goals and sustainability targets for the Miavana tourism operation

4. Employee and Guest Engagement

- Serve as a member of the Senior Leadership Team, contributing to all aspects of the tourism business strategy and operations
- Lead annual initiatives to strengthen employee awareness and participation in conservation activities on Nosy Ankao
- Enhance guest engagement by developing meaningful experiences that connect visitors to the island's conservation and biodiversity programmes
- Support the training and professional development of the operational team responsible for delivering conservation and sustainability presentations and activities to guests

5. Capacity Building & Stakeholder Engagement

- Build local capacity through training, mentoring and engagement of community members and conservation and operational staff
- Represent the island's biodiversity programme in external networks, academic partnerships and donor reporting
- Develop interpretive materials and contribute to public education initiatives for guests and residents

Essential Requirements

- Minimum 5 years of professional experience in conservation, biodiversity monitoring or ecological management
- Previous remote island work experience in tropical marine environments, preferably in Africa
- Postgraduate degree (Master's or PhD preferred) in Marine Science, Conservation Biology, Ecology, or a related field
- Demonstrated expertise in biodiversity data collection, analysis, and reporting (e.g., GIS, statistical modelling, field survey methods)
- Experience advising on or implementing Biodiversity Net Gain or similar sustainability frameworks
- Strong project management skills and experience working in isolated or resource-limited settings
- Excellent communication skills and ability to engage with diverse audiences, from policymakers to local communities
- Familiarity with ecosystem services valuation, marine spatial planning or natural capital accounting
- Fluency in English/French or Malagasy is an asset

What We Offer

- A unique opportunity to live and work on an ecologically rich island with the opportunity to effect real change in both marine and terrestrial ecosystems
- Competitive remuneration package commensurate with experience
- Housing, meals, travel allowances, and health coverage provided

Please submit a CV and a cover letter outlining your relevant experience and motivation for the role to elizabeth@timeandtidefoundation.org. Applications will be reviewed on a rolling basis.