



AQUATIC LIFE
— INSTITUTE —

Managing Director Application Pack



0203 750 3111
bamboofundraising.co.uk

- 👤 Managing Director
- 💰 Up to \$90,000
- 🕒 Part-time or full-time
- 🏢 Permanent
- 📍 Remote, anywhere globally

Our coalitions

Aquatic Animal Alliance

Led by us, the Aquatic Animal Alliance is a coalition of the largest animal welfare organizations and we are proud to say that together, we created the first and the most comprehensive guide on what welfare means for aquatic animals.

We collectively believe that aquatic animals should have lives free of suffering.

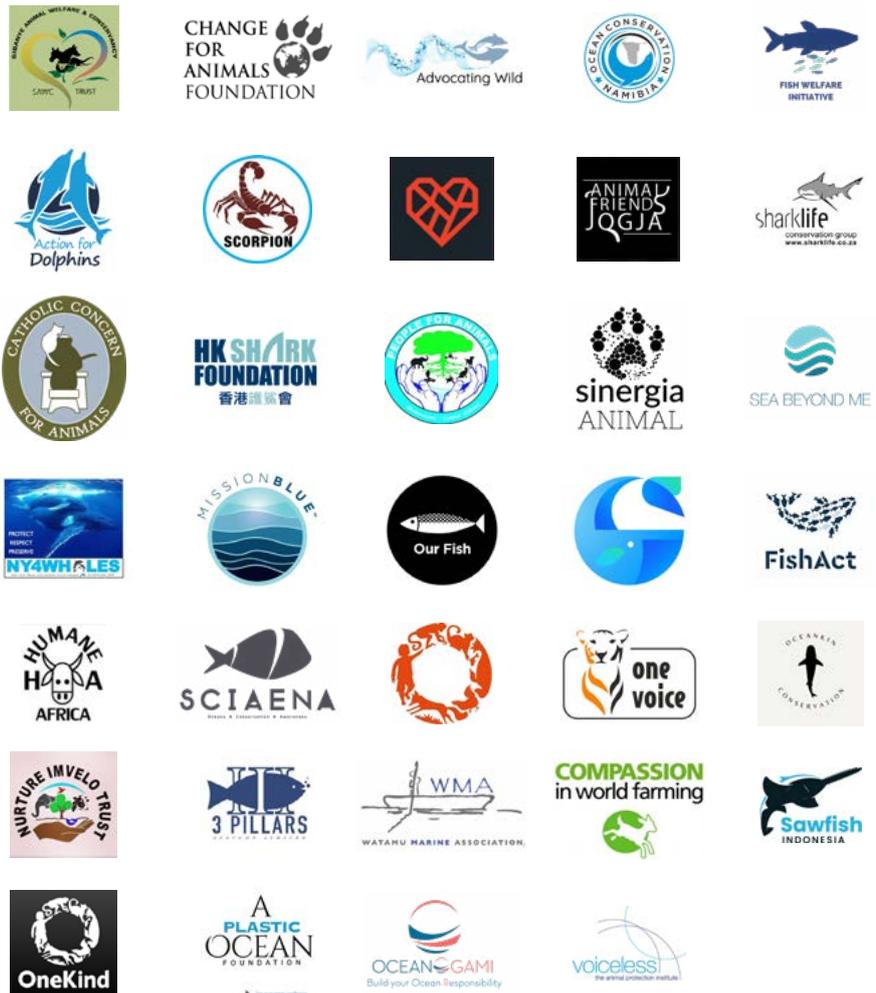


Our coalitions

Coalition for Aquatic Conservation

In the CAC we have united conservation experts and organizations from around the world who share a common goal: A world in which all aquatic animals live meaningful lives.

Together we can reduce suffering and advance the welfare of both wild and farmed aquatic animals across the globe.



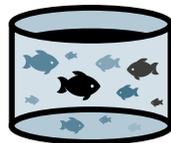
What we do

Overwhelmingly, fish live high-suffering, low-welfare lives.

Aquatic animals have long been neglected by animal advocates, creating an opportunity for tractable welfare improvements.

Using existing infrastructure in non-profits, academic institutions, and regulatory bodies, we can generate and guide momentum for positive change for billions of fish annually.

We are on the precipice of a widespread fish welfare movement and we can ensure that the work pursued in the years to come has the highest impact for the greatest number of aquatic animals.



One billion
aquatic animals
farmed annually



One trillion
aquatic animals
killed annually

Our approach

We advise and fund research on aquatic animals, then mobilize our findings to guide welfare interventions. Operating from effective altruism principles, we seek to support and accelerate activities that positively impact aquatic life, with a near-term focus on becoming a central and pivotal organization in efforts to improve the welfare of farmed fish on an international scale.

How we do it

Research

Carry out our own in-house research and pull together existing research from around the world to create a body of evidence that demonstrates the impact of particular interventions on fish welfare.

Aquatic Animal Alliance

Use the body of evidence to galvanize support for these interventions among our partners.

Campaigns

Apply pressure to stakeholders and actors in global aquaculture using this evidence to implement impactful interventions, with the message being amplified by our partners.

How we do it

Our process in practice

Certifier campaign

Recently, product certification schemes began introducing standards focused on aquatic animals for the first time. They are defining what it means for something to be a “higher-welfare fish product” for the global market.

The first generation of these standards were extremely weak for animal welfare and meant an uphill battle for terrestrial animal advocates. At this crucial moment, there is a significant risk that the industry will set a low bar, creating a similar battle for aquatic animal advocates.

There is a huge opportunity to set certification requirements at a higher level, putting the aquatic welfare movement on a much higher-impact trajectory.

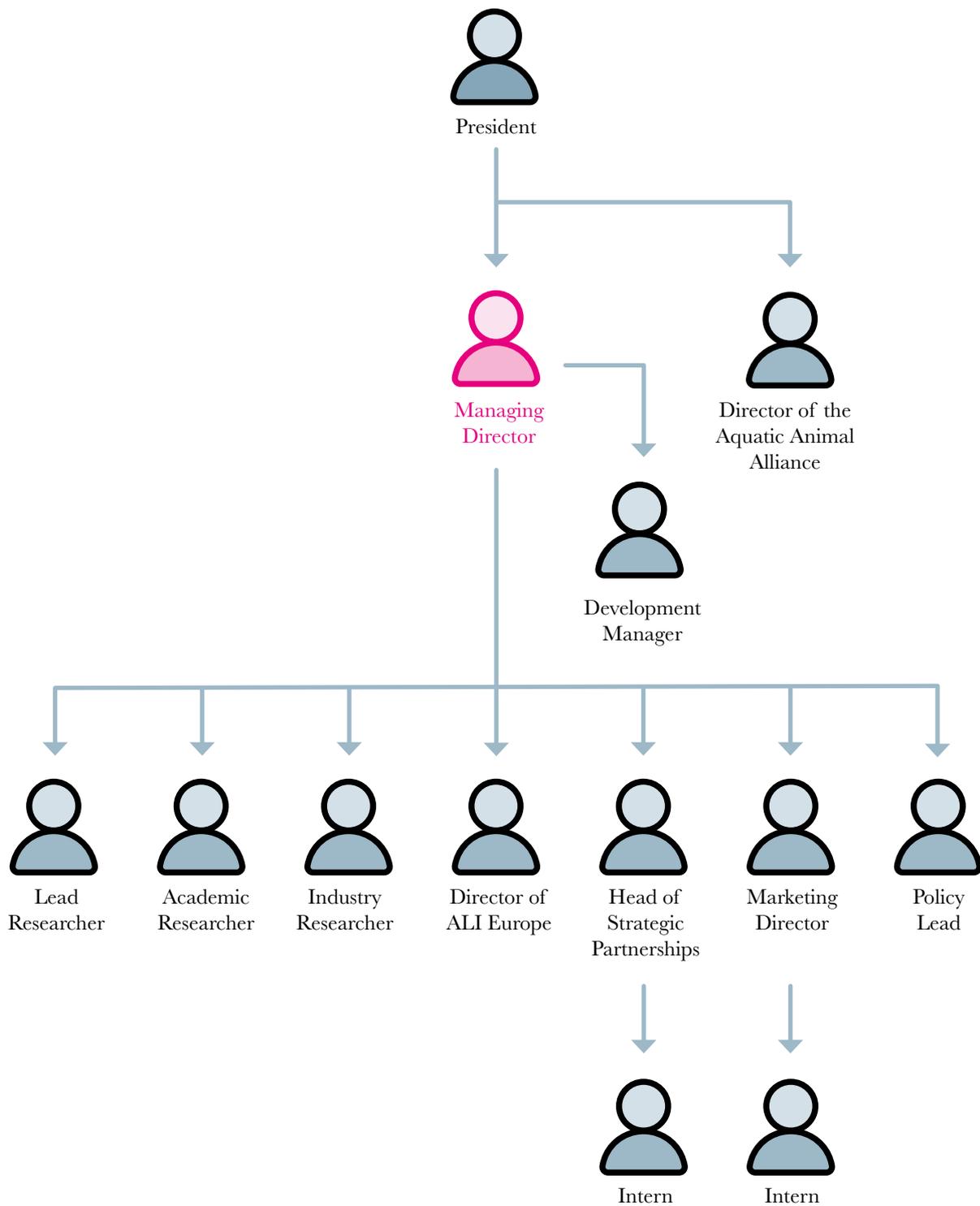
35% of the global aquaculture market is certified, meaning that one in three aquatic plant and animal products are covered by product certification.

By carrying out extensive research on fish welfare, galvanizing support for a wide array of welfare standards within the Aquatic Animal Alliance, and working with the four largest certifiers, we were successful in having GLOBALG.A.P. implement a high bar of standards for the producers under their certification scheme.



Two billion aquatic animal deaths annually

The team



The role

Title:

Managing Director

Salary:

Up to \$90,000

Location:

**Remote,
anywhere globally**

Contract:

**Full-time
or part-time**

Reports to:

President

We are seeking a senior operations specialist who can work with the President to consolidate our considerable growth and achievement while building the capacity to continue on that trajectory. Leading our talented team, you will help build out the systems, processes, and business plans that will enable us to realize our strategic vision and provide a solid foundation on which to build our movement.

Responsibilities

- ▶ Overseeing the implementation of strategic plans for ALI (Aquatic Life Institute) and AAA (Aquatic Animal Alliance).
- ▶ Managing a fully-remote and globally dispersed team.
- ▶ Developing new programs to support the organizational strategy.
- ▶ Developing a budget and operating plan for programming.
- ▶ Ensuring compliance with relevant legal guidelines, and anticipating and addressing liability considerations.
- ▶ Maintaining positive and trust-based relations with partners, stakeholders, and industry allies.
- ▶ Developing an evaluation method to assess program strengths and identify areas for improvement.
- ▶ Implementing and managing changes and interventions to ensure that goals are achieved.
- ▶ Meeting with stakeholders and ensuring transparent, mutually-beneficial communication.
- ▶ Producing accurate and timely reporting of program statuses throughout their life cycle.
- ▶ Identifying and facilitating creative approaches to support collaboration.
- ▶ Monitoring trends and market shifts to identify the best areas of action.
- ▶ Prospecting potential new partners.

What we're looking for

Meeting a global challenge requires a diverse, global team. We are an inclusive organization that welcomes a diversity of experience and background. We have found that exhaustive, prescriptive role specifications often limit diversity and so we simply ask that applicants have robust experience in the following core areas:



Have **provided operational leadership** to a growing organization



Have experience of **delivering a broad, changing portfolio** of programs



Have **consistently achieved personal and organizational objectives** and targets



Have a **commitment to improving welfare standards** and outcomes for aquatic animals

How to apply

Applications for this role should include a full resume and a supporting statement (of no more than two pages) that highlight the reason for your interest in this post, how your experience matches what we're looking for, and what you think you could bring to the team.

We are being supported in this search by:

Bamboo Fundraising Recruitment.

Please contact our retained consultant

Graham Drew on graham@bamboofundraising.co.uk

to discuss the role in more detail.

We advise reaching out to our partners at Bamboo Fundraising prior to putting together an application as they will be able to offer advice on which experience and achievements to highlight.

