

Director West Africa Mangroves

CONSERVATION
INTERNATIONAL



Phone :
Web :

Job Summary

Vacancy :
Deadline : Nov 13, 2025
Published : Oct 15, 2025
Employment Status : Full Time
Experience : Any
Salary :
Gender : Any
Career Level : Top Level
Qualification : A Bachelor's degree

Job Description

Conservation International protects nature for the benefit of humanity. Through science, policy, fieldwork, and finance, we spotlight and secure the most important places in nature for the climate, biodiversity, and for people. With offices in 30 countries and projects in more than 100 countries, Conservation International partners with governments, companies, civil society, Indigenous peoples, and local communities to help people and nature thrive together.

POSITION SUMMARY - This position is based in Liberia, Sierra Leone, or Ghana. This position is open to candidates authorized to work in the locations listed.

Amid growing consensus that the protection, restoration, and improved management of ecosystems can provide at least 30% of the climate mitigation needed to limit warming to 1.5°C, Conservation International (CI) has set ambitious targets to realize the potential of natural climate solutions (NCS) worldwide. The West and Central Africa subregional office within the Africa Field management Unit (FMU) is working across CI to source and finance a portfolio of high-quality NCS mangroves conservation projects, creating industry-leading partnerships with the private sector and connections with CI field programs to ensure delivery of ambitious climate and conservation targets. The FMU team prioritizes impact through community engagement, biodiversity, safeguards, and high-quality carbon credits, as well as through projects which are located in Climate and Biodiversity hotspots. Each member of this team plays a critical role in making this impact mission a success.

This position is an integral part of the West and Central Africa team. The Director, Mangroves of West Africa, Leads for the subregion, supports all commercial elements of a NCS Blue carbon finance project. The role will manage high-quality and integrity, large-scale Mangroves landscape conservation projects utilizing CI's presence and experience along with their own cultivated network. CI is looking for a self-determined and motivated candidate who is able to navigate complex environments in various countries within the region. This position will be the lead for Mangroves projects and will usher projects through our project cycle, ensuring that project partners understand the value that CI brings to the project while also contextualizing and understanding the interests of CI, partners, and support management of the broader FMU. The candidate will work with the Africa Field Division to develop a Mangrove landscape conservation strategy that supports and elevates the Field Division strategy, while also ensuring the development of a high-quality and diversified portfolio. The candidate will support fundraising efforts – working with both the Africa Field Division and the global Blue carbon team to help generate more investment at the project and portfolio level, including the preparation of investment materials.

- The candidate supports the design and implementation of mangrove restoration and conservation projects in the Africa landscape Strategy approach. They employ a range of conservation strategies and tools to ensure sustainable management of mangrove forests and associated ecosystems.
- They address critical threats to natural systems through experience working on real-world mangrove conservation and restoration projects in remote locations with coastal communities and partners.
- They lead the ongoing mangrove coastal and marine projects while coordinating closely with the FMU team, and local and international partners.
- They provide technical support on mangrove ecology, blue carbon project development, restoration and sustainable management practices, all while liaising with counterparts within FMU to provide, extract lessons and experiences, and coordinate joint practice approaches.
- They will collaborate with the climate strategy team on climate resilience, climate adaptation, NCS, climate mitigation, and climate metrics to support mangrove conservation and restoration efforts. They support the development of innovative funding mechanisms for the restoration and protection of mangrove ecosystems. They support the mobilization of national, regional, and global communities of practice to amplify best practices while leveraging policy opportunities to accelerate conservation and restoration at a scale above and beyond isolated initiatives.
- The Director West Africa Mangrove will work closely with FMU Strategy Team, and other CI staff as appropriate. The position reports to the Managing Director for West and central Africa, collaborating closely with the Program Delivery and Monitoring Director. This is an initial 2-year term-limited position with an extension of tenure subject to performance and availability of funds.
- We're looking for a passionate and motivated problem-solver. Our team in CI is dedicated to creatively and innovatively resolve issues related to protecting coastal wetlands, oceans, and climate resilience.

RESPONSIBILITIES

The Responsibilities And Scope For This Position Are

- Implement the strategic plans for the conservation, restoration, and management of West Africa mangrove landscape in targeted countries within the landscapes.
- Identify regional sites and support the development of blue carbon offset and resilient credit projects to generate sustainable conservation finance, protect biodiversity, and create socio-economic incentives in target countries and sites.
- Undertake the mapping of mangrove forest distribution, restoration potential and estimation of their carbon value as an NCS, taking accountability for the development of mangrove conservation and restoration projects based on scientific criteria and local community input.
- Support the implementation of NCS research, including impact analysis, co-benefits assessment, and analysis of nature-based climate change mitigation potential with focus on blue carbon ecosystems.
- Develop and implement training programs on mangrove restoration and conservation best practices for CI staff, partners, and local communities.
- Engage with policymakers and relevant stakeholders to advocate for and develop policies that support the conservation and sustainable management of mangrove ecosystems.
- Lead scientific research on mangrove ecosystems, including mapping distribution, assessing carbon sequestration potential, and monitoring the impact of conservation and restoration activities.
- Build relationships with local communities, indigenous groups, and other stakeholders to implement effective, community-based management practices and provide training on conservation best practices.
- Engage with policymakers, relevant government bodies, and other NGOs to advocate for policies that support mangrove conservation and sustainable use.
- Advance strategic partnerships and networks with relevant agencies, including local communities, academic partners, private sector, and national and international conservation organisations, to create an enabling environment for upscaling mangrove conservation and restoration.
- Support impact assessment of the mangrove conservation and restoration initiatives for adaptive management.
- Ensure program compliance with internal policies and external requirements.
- Supervise Blue Ocean staff, volunteers, interns, contractors, or temporary staff.
- May work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.

Supervisory responsibilities

- May involve staff supervision.
- Act as a technical or subject matter expert to peers and other staff across CI Africa and global teams.
- Will be responsible for managing project-related budgets, consultants, and vendors, but decisions that bind or commit CI are approved by the immediate supervisor.

WORKING CONDITIONS

- This position is based in Liberia, Sierra Leone, or Ghana. This position is open to candidates authorized to work in the locations listed with Travel in the country of at least 30%.
- Guidance on flexible work arrangements will be shared during the interview process. OR This position follows a hybrid work structure, working some days from the office and some remotely. Guidance will be shared during the interview process.
- This role is a fixed-term assignment.

QUALIFICATIONS

Required

- A Bachelor's degree in environmental science, biology, ecology, or a related field.
- Significant professional experience in mangrove conservation, ecology, restoration techniques, blue carbon markets, and climate change mitigation and adaptation strategies.
- Project management, and working with diverse stakeholders.
- 7 or more years of relevant working experience in the subregion
- Experience and understanding of Natural Climate Solutions or conservation projects, and long-term success drivers, both financial and non-financial
- Experience working with countries in the African region.
- Experience with analysis, structuring, and valuation of natural resources and/or other investments
- Experience working with local partners in Africa, with an understanding of the on-the-ground realities and challenges of project development and delivery
- Excellent project management and coordination skills, and a strong attention to details
- Proven team player able to work effectively across cultures and within and across organizations
- Excellent written and verbal communication skills in English
- Demonstrated problem-solving skills and ability to build on existing knowledge to develop new approaches

Additional requirement:

- Effective people management skills, including the ability to establish good professional relationships.
- Demonstrate a high level of integrity.
- Highly organized and strong attention to detail.

Preferred

- Graduate degree
- Fluency in English and French.
- Experience working with or within the private sector and local communities. NCS-related issues.
- Citizenship, residency, or other legal permit to work in any of the 3 countries.

To apply for this position please submit a resume and cover letter. Applications will be reviewed on a rolling basis and the position may be filled earlier if suitable candidates are identified.

Application Deadline: November 13, 2025 (11:49 PM EST)

See all Conservation International Career Opportunities [HERE](#)

Conservation International is committed to providing equal employment opportunities to all individuals. We believe in hiring based on merit and qualifications, ensuring a fair and inclusive hiring process for everyone.

APPLICATION LINK <https://shorturl.at/QsyZi>

Education & Experience

Must Have

Educational Requirements

A Bachelor's degree

Compensation & Other Benefits
