

POSITION TITLE

Impact Manager

LIVE OCEAN MISSION

Live Ocean's vision is a healthy ocean for a healthy future. We scale up science, innovation and outreach for a healthy ocean. Founded by champion sailors Blair Tuke and Peter Burling, we partner with exceptional New Zealand scientists and innovators to fund action for the ocean and use the platform of sport to take that message to the world.

POSITION DESCRIPTION

The Impact Manager is part of a small, dynamic team, leading Live Ocean's ambitious conservation programme development and funding partnerships. You will help to scale up science and innovation ideas into evidence and solutions that shift the dial on ocean health.

In this role you will partner with our science advisors and leadership to select and scope conservation projects, secure the funding to launch them and amplify their impact through powerful Live Ocean storytelling underpinned by credible impact metrics.

REPORTS TO

Chief Executive

POSITION TYPE

- 6 to 9-mth fixed term contract with potential to renew
- Fulltime
- Auckland CBD-based
- Hybrid working

KEY RESPONSIBILITIES

Impact Leadership

- Shape conservation priorities & programme with the CE, science advisors and Board.
- Develop project selection criteria and overall programme plans, including theory of change, milestones, budgets, risks and roles
- Establish overall metrics to assess programme effectiveness against healthy ocean goals

Programme Scoping & Development

- Work with our science advisors and partners to shape high-potential projects aligned with our strategy and values.
- Lead partner agreements and contracts through to sign-off.

- Own programme oversight, setting up milestones, budgets, risk management.
- Establish monitoring and metrics across funding cycles
- Manage project budgets and governance: ensure contract/legal compliance.
- Oversee delivery, giving delivery partners the connections and logistics support needed.
- Deliver high-quality reporting to funders, grantees, the CE and the Board, including case studies and metrics for the annual Impact Report.

Fundraising & Funder Relationships

- Lead project fundraising, working with the CE and the Comms & Partnerships team.
- Develop compelling funding applications/pitches
- Build, steward and grow long-term relationships with programme funders.

Science & Impact Communications

- Act as the bridge between science and storytelling, working with the Comms & Digital team on content, campaigns and impact stories.
- Prepare research, data synthesis and briefings to support strategy and messaging.
- Represent Live Ocean at events and work with our athletes to promote ocean conservation.

Partner & Stakeholder Management

- Build and maintain relationships with marine scientists, iwi and hapū, tertiary institutions, conservation groups and community organisations.
- Bring diverse partners and knowledge systems together, including mātauranga Māori and science.

SUCCESS MEASURES

- Funding: Programme funding secured against an annual target [to be agreed with CEO], with a growing, diverse funder mix and strong renewal rates.
- Programmes: New programmes scoped, co-designed with advisors and delivery partners and approved each year, each with a Theory of Change and agreed metrics.
- Delivery: Programmes launched on time and on budget, with signed agreements and full grant compliance.
- Impact: A Live Ocean impact and monitoring framework in place, with every programme reporting on time against its metrics and the annual Impact Report delivered.
- Storytelling: weaving together powerful stories of progress and impact for inclusion in Impact Report, and other communication channels.
- Relationships: Strong feedback from delivery partners, science advisors, iwi partners and funders.

KEY RELATIONSHIPS

- Internal: Chief Executive, Founders, Board, science advisors, Comms & Digital, CFO, ambassadors.
- External: Delivery partners (scientists, innovators, conservationists), iwi and hapū, tertiary institutions, conservation and community groups, voyaging communities, philanthropists, trusts and foundations, corporate partners, government agencies and international alliances.

SKILLS, QUALIFICATIONS & EXPERIENCE

- 8+ years' experience in ocean or environmental conservation, science-based programmes or the not-for-profit sector, including senior programme leadership.
- Excellent relationships across the marine conservation sector. Strong skills in connecting and engaging scientists, funders and communities alike.
- A proven track record of securing significant funding from philanthropy, trusts, foundations or government.
- Experience designing programmes with partners, including theory of change, budgets and outcome frameworks.
- Confidence setting up impact measurement, monitoring and reporting systems.
- Excellent writing: you can make complex science clear and compelling.
- Strong understanding of Te Ao Māori and commitment to Te Tiriti o Waitangi.
- Tertiary qualification or equivalent experience.

Desirable

- Background in marine science, ecology or environmental policy.
- Experience in engaging with iwi and hapu, and confidence with tikanga and te reo Māori.
- Experience with international grant applications, such as US foundations.
- Knowledge of the Aotearoa and international ocean philanthropy landscape.
- Good working knowledge of tools such as HubSpot, Monday.com, Microsoft 365.

Attributes

- Strategic, energetic and driven by results for the ocean.
- Evidence-led and organised, and calm with many things on the go.
- A values-led team player, working collaboratively to draw out the best in others