



Executive Director, Europe

April 2025

About the Organisation

Oceana is the largest international advocacy organisation dedicated solely to ocean conservation. Founded in 2001, we began our work in Europe in 2003.

Here at Oceana, our goal is to rebuild ocean abundance. What do we mean by ocean abundance? We mean returning populations of fish and other marine species to their full potential, for the benefit of the people and communities that rely on the ocean for food, livelihoods, tradition and culture. When you look at past accounts of our oceans, you find that the size and numbers of the fish in the sea were much, much larger. The fish caught in the early 20th century were sometimes so large that they dwarfed the fisher proudly standing next to them in photos.

Our team comes from a variety of countries, and we advocate at national, European and international levels, depending on what is most effective to achieve our goals. We are observers to international conservation and fisheries management bodies and hold relevant positions in EU Advisory Councils.

We have a research catamaran, the Ranger, that allows us to conduct research up to 1000 metres depth. Our scientists are co-authors of dozens of peer-reviewed papers. They have filmed and documented important, never-before-seen marine areas, and discovered species new to science.

Oceana is:

- **Fact-based:** Our advocacy relies on scientific research to help us understand the problems causing pressure on the ocean and identify effective solutions.
- **Campaign-driven:** We create policy campaigns that make measurable progress towards our mission of protecting and restoring the ocean to healthy levels of abundance.
- **Multidisciplinary:** Our campaigners, scientists, lawyers, and communicators work closely together to secure effective policy change.



Fish have a remarkable ability to reproduce quickly and because of this there are multiple examples of fisheries bouncing back when they are better managed. By putting in place science-based quotas, reducing bycatch, and protecting habitat, we can bring the oceans back to abundance and secure a future for the fishing industry and fishing communities. And by limiting offshore oil drilling and other forms of pollution, we can protect the ecosystems that produce abundant oceans.

“Our goal of restoring ocean abundance is practical because it can be achieved through national action.”

Our goal of restoring ocean abundance is practical because it can be achieved through national action by the countries whose oceans produce most of the world’s marine catch. The marine waters of just nine countries and the European Union provide more than two-thirds of the world’s marine catch each year by weight. The waters of 30 countries and the EU give us more than 90% of the world’s catch by weight. A fully rebuilt ocean would provide us with enough marine protein to provide nearly 1 billion people healthy seafood meals every day, forever. In a world where nearly 1 billion people are going to bed hungry tonight, these seafood meals are not a luxury. Moreover, an abundant ocean feeds people without driving the deforestation and aquifer depletion of conventional land-based agriculture. An abundant worldwide marine fishery also promises to improve human health. Medical studies repeatedly show improvements in obesity, cancer, and heart disease when people switch from red meat to fish.

We can save the oceans and feed the world. In so doing, we are protecting marine biodiversity, feeding hundreds of millions of people healthy seafood every day, securing countless fishing jobs, and showing the world that global scale conservation is surprisingly practical.

The Role

Role:	Executive Director Europe
Location:	Madrid or Brussels
Contract:	Open-ended employee contract



Job Summary

The Executive Director for Oceana in Europe will lead our team campaigning to rebuild fisheries, safeguard coastal fishing communities, and champion marine conservation in European Seas.

Leadership includes management of a diverse staff of talented professionals with skills in science, law, policy making, political engagement, community organizing, and communications focused on securing and implementing policy change to support healthy ocean ecosystems and the people who rely on them.

The Executive Director sets the strategic direction of our advocacy work, defines measurable goals, and delegates with clarity. The leader of Europe also serves as a compelling external spokesperson for Oceana reaching policy makers and the public both nationally and internationally.

Oceana is a global organization, with offices in 12 countries that account for over a quarter of the world's wild-caught fish landings.

Along with other country office leaders and heads of our global divisions, the Executive Director for Europe serves on Oceana's international executive committee. The position reports to Oceana's Senior Vice President and will oversee our employees based in Europe.

Responsibilities

The Executive Director Europe will:

- Define and oversee Europe long term strategy and develop ambitious and measurable goals for approval by Oceana's Board of Directors.
- Lead the team in achieving Oceana's campaign goals.
- Oversee the development and execution of fundraising strategy.
- In coordination with the fundraising department and Office of the CEO, raise funds on behalf of Oceana, steward donors, and report to funders.
- Serve as an ambassador for ocean conservation and an inspiring leader, engaging diverse audiences and promoting strategies that enhance the organization's network and reputation.
- Act as Oceana's chief spokesperson in Europe.
- Interact persuasively with decision-makers and work constructively with stakeholders



- Grow Oceana's constituency on behalf of the ocean and forge alliances with other organizations that share our interests.
- Ensure compliance with country and local laws and with Oceana's policies and procedures.
- Consult regularly with Oceana's leadership, informing them of successes and challenges and seeking assistance overcoming barriers when appropriate.
- Serve as a member of Oceana's international executive leadership committee, benefitting from, and contributing to, the interchange of ideas and expertise with other Oceana offices.

Candidate Profile

For this important role, Oceana seeks a leader with creativity, ambition, demonstrated success and a well-honed instinct for achieving public policy decisions at the national level. The Executive Director must be able to articulate a vision, identify strategic opportunities, and advance them through a range of tactics.

They should have the experience and good judgment to anticipate and target important issues, quickly formulate plans, activate allies, and mobilize appropriate resources.

Moreover, the leader will have demonstrated experience supervising operational responsibilities such as office administration, human resources and financial management.

Specifically, an ideal candidate will bring the following professional experience and competencies:

- Demonstrated ability to achieve national and EU policy change. Demonstrated ability to achieve such change in the field of conservation, or more specifically in ocean conservation, is a plus.
- Degree in science, law, communications, or other relevant field or 10+ years of management related experience or a relevant combination of education and experience
- Proven ability to lead professional staff, direct complex programs, and engage a broad array of individuals.
- Proven effectiveness interacting with the public, media, and government officials in Europe
- Proven extensive experience leading, managing, and developing a senior team across different offices.
- Demonstrated experience in strategic planning, budget development, communication, fundraising, and management of an organization; experience with international organizations is a plus.



- A strong interest in the marine environment and commitment to Oceana’s mission, goals, and values.
- Ability to travel extensively throughout Europe and internationally.
- Ability to work effectively as a team leader
- Excellent problem-solving, negotiation and conflict resolution skills.
- Exceptionally strong communication skills in English, additional languages a plus.
- Intimate familiarity with the people, culture, traditions, and geography of Europe
- Candidate must be eligible to work in the EU or possess a valid work permit.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0425-Oceana or Pat-Jones-CoverLetter-0425-Oceana.

Timeline

Closing Date: 26th May 2025

First stage interviews: Applications will be assessed on a rolling basis, with selected candidates called for formal interviews expected to take place in the week of 9th June 2025.

Final interviews: Expected week beginning 30th June 2025.



Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Oceana's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Oceana values a diverse workforce and welcomes people different from each other in many ways, including characteristics such as race, gender, sexual orientation, religion, ethnicity, and national origin. Oceana considers all qualified candidates and seeks to recruit from a diverse candidate pool.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at r.barlow@oxfordhr.com in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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