

BCSS Strengthens Leadership Structure in Bazaruto as Network Expands

The **Bazaruto Center for Scientific Studies (BCSS)** is entering the next phase of its institutional development, reflecting the continued growth of its research, conservation, and training programmes across multiple sites and partnerships.

Over the past years, BCSS has been evolving from a single-site research initiative into a multi-layered scientific platform operating at regional and international levels. As our work expands across new geographies, ecosystems, collaborators, and affiliated properties, we are strengthening our leadership structure to support this scale.

As part of this institutional development, **Dr. Mario Lebrato** will be moving into a newly established network-wide role as **Director of Science and Environment**. In this capacity, he will coordinate scientific and environmental programmes across all BCSS-affiliated initiatives, guiding long-term research priorities, partnerships, and overall environmental strategy at network level.

“BCSS has reached a stage where the scale of our scientific work requires stronger institutional coordination across new sites, partnerships, and research programmes. What began as a single ocean observatory in the Bazaruto Archipelago is evolving into a broader scientific network connecting ecosystems, researchers, and institutions. This transition reinforces our long-term commitment to rigorous science, national capacity building, and open collaboration, while ensuring the expanding network remains grounded in the principles that shaped the Observatory from the beginning. Strengthening the leadership structure is therefore a natural step to support BCSS’s continued growth with scientific rigor, strong partnerships, and long-term ocean stewardship.”

Dr. Lebrato will continue to play a central role in shaping BCSS’s scientific vision and ensuring that our work is nationally led and remains grounded in rigorous, peer-reviewed research and collaborative international engagement.

Building On-Site Capacity in the BCSS Ocean Observatory

To further strengthen leadership and operational coordination at our flagship site in the Bazaruto Archipelago Ocean Observatory, BCSS will recruit a **BCSS Station Manager (Bazaruto Operations Lead)**.

This position represents a new layer of management within the organisation and reflects BCSS’s commitment to institutionalisation, operational excellence, and long-term national capacity building.

The new **Station Manager** role will oversee and participate in day-to-day research coordination, operations management, financial oversight, staff supervision, board reporting, and stakeholder engagement at the Bazaruto site. Working **closely with the Director of Science and Environment** and the senior onsite and remote management teams, the role will ensure seamless integration between local operations and network-level scientific strategy.

Scaling with Purpose

BCSS operates the first permanent Ocean Observatory in Africa (<https://bcssmz.org/ocean-observatory-public-database/>) focused on multi-ecosystem time-series research in the Western Indian Ocean. From coral reefs and seagrass meadows to mangroves, dugongs, and migrating humpback whales, our programmes are rooted in long-term ecological monitoring, open data, and applied conservation science.

As our scientific platform grows, so does the need for robust institutional structures that support research integrity, operational resilience, and meaningful engagement with government partners, communities, and international collaborators.

The creation of the **Station Manager** role is a strategic step in this scaling process. It ensures that BCSS continues to strengthen its presence in Mozambique while enhancing coordination across its expanding network.

Recruitment Process

Job Ad Opening

Position: BCSS Station Manager

Hours: This is a Full-Time position.

Location: Bazaruto Archipelago, Mozambique.

Commencement: TBD

Remuneration & package: Competitive salary and incentives based on experience.

Reporting to: Director of Science and Environment

Organization Background:

BCSS is an independent, non-profit organization with a mission to protect and support the fragile ecosystems of the Bazaruto Archipelago, Mozambique. BCSS runs the first permanent Ocean Observatory (<https://bcssmz.org/ocean-observatory-public-database/>) in the Indian Ocean working on multi-ecosystem time-series with an open-data policy. As a solar-powered field research facility in a remote area, BCSS operates on a zero-waste strategy and welcomes students and scientists, who wish to immerse themselves in a unique experience taking part in internship programs as well as world-leading research. BCSS provides professional logistical and scientific services on the ground and offshore. The greater Bazaruto seascape is home to some of the richest yet least explored subtropical ecosystems and wildlife - from its dugongs and migrating humpback whales to its coral reefs and mangrove forests. BCSS is committed to better document and protect these pristine habitats via its in-house projects and national/international initiatives.

The Position.

As BCSS continues to expand its scientific, conservation, and training programmes, we are seeking a dynamic, experienced and highly motivated professional to strengthen on-site leadership and coordination in Bazaruto, so that we can build upon our solid foundations and expand this important work. The primary focus of this position is to effectively lead and efficiently manage this diverse and growing program. Working closely with the Director of Science and Environment and the senior management team, the successful candidate will oversee day-to-day research coordination, operations management, as well as oversee financial and personnel management, and external engagement.

This role is central to BCSS's long-term institutional development.

The position is aimed at Mozambican and South African nationals; however, all nationalities are welcome to apply.

Major Responsibilities:

- Lead the BCSS operation in Mozambique in consultation with the Director of Science and Environment and the global brand team.
- Act as the visible representative of BCSS in Mozambique, working with the Finance, HR and legal departments.
- Represent the BCSS to the Government of Mozambique, partners, the press, and other internal and external stakeholders.
- Overseeing Day to Day research and operations, as well as participating where/when needed in executions.

- Project management tasks for plant and equipment to ensure ops and longevity.
- Project management for CAPEX projects/major procurement, as well as board and annual reporting duties.
- Link to Kisawa, our sister property, in terms of shared services and support (strategy).
- Ensuring station legal status, insurance and permitting up to date.
- Safety of team and integrity of the facility.
- Developing relationships with clients/suppliers and new research partners.
- Developing strategy for business growth alongside commercial department.
- Overseeing operations management of station and executing decisions stock control, ordering processes, financial management, procurement management and logistics management.

Minimum Requirements:

- Minimum of a master's degree in research, environment, conservation, wildlife or natural resources or another relevant subject. PhD an advantage.
- Extensive experience leading and managing teams required.
- Successful experience developing, managing, and overseeing the implementation of research programs, preferably in Mozambique.
- At least 8 years relevant work experience, with personal knowledge and experience of NGO management and issues, and field projects a distinct advantage.
- Demonstrated capacity in financial planning and management.
- Commitment to BCSS's mission.
- English language proficiency required.
- Scientific publication records an advantage.
- Excellent planning, communications, reporting and organisational skills.

Application Process:

Interested candidates, who meet the above qualifications should apply by emailing CV together with salary requirements and the names and contact information of three references to: Dr Mario Lebrato mario.lebrato@bcssmz.org by 31st May 2026. Please include "BCSS Station Manager" in the subject line of your email.

BCSS is an equal opportunity employer committed to fair and consistent recruitment practices. We comply with all applicable employment and labour laws and do not discriminate on the basis of age, colour, disability, gender identity, national origin, race, religion, sexual orientation, veteran status, or any other legally protected characteristic. We are dedicated to building a diverse workforce and fostering an inclusive work environment.

Please note that only short-listed candidates will be contacted for interview.