



BlueMX Mangrove A.C.

Campeche, México. Zip: 24010

Tel. 981-688-7406

Nayarit, México. Zip: 63450

Tel. 389-688-0181

POSITION: OPERATIONS DIRECTOR

BlueMX is a non-profit civil association focusing on the conservation and restoration of mangrove ecosystems in partnership with local landowners, ejidos, and government agencies. We are searching for an **Operations Director** who will work onsite in either Campeche or Nayarit. You will lead the entire operational functions of BlueMX, which includes oversight and project management of the field teams, equipment and operating budget up to \$4 million. The unique piece of this role is that you must have an executive presence, yet this is a "roll up your sleeves", "work side by side" with your team position. You will be in the field working with community leaders. This is not a "sit behind the desk" job. You will be accountable for implementing the project's on-ground activities on time and on budget.

Most desirable candidate will have experience in extracted resource industries: mining, logging, construction, oil gas.

DESIRED MUST HAVES:

- The legal right and willingness to live and work in Mexico.
- Advanced proficiency in Spanish and English (ILR Scale Level 4 or higher for both).
- A minimum of 3 years of experience in senior management roles, preferably in environmental conservation or non-profit sectors.
- Will manage multiple job sites with up to 10 direct reports and hundreds indirect field laborers.
- Exceptional stakeholder and presentation skills, with a proven ability to engage diverse audiences.
- Experience in financial management and budgeting – minimum of 3 years.
- Drive a culture of organizational health and safety and zero tolerance to illegal and unsafe work practices.

PRINCIPAL FUNCTIONS:

Leadership:

- Supervise, mentor, and support a team of regional office staff comprised of finance and accounting, operations, field work and community engagement.
- Lead the senior management group, contributing to organizational planning and decision making.

JOIN OUR TEAM!

- Collaborate effectively with external stakeholders (i.e., government departments, local communities, and technical/science service providers)

Occupational Health and Safety:

- Oversee the development and annual reviews of Standard Operating Procedures and Organizational Policies related to OHS, asset procurement and management, travel and field operations and staff safety.
- Oversee organizational risk registry and risk management procedures.
- Lead regular internal audits and oversee corrective actions for all Standard Operating Procedures and Organizational Policies.
- Establish and oversee incidents and reporting systems including Board reports.
- Drive a culture of organizational health and safety and zero tolerance to illegal and unsafe work practices.
- Lead the development of staff training on related standard operating procedures and organizational policies, including for first aid and emergency response Office management

WHAT WE OFFER:

- The chance to make a significant impact on mangrove conservation and restoration.
- Collaborative with people who are passionate about nature conservation and restoration and its impact on the community's lives.
- Creative, innovating, and empathetic atmosphere.
- A dynamic and supportive team environment.
- Opportunities for professional growth and development.
- Competitive salary and benefits package.

The position presents a rare opportunity for an outstanding candidate to apply their skills and experiences to a globally significant blue carbon project. The position would suit someone who is passionate about contributing to the environment, reducing carbon emissions and creating community prosperity through nature-based carbon projects.

If you are ready to take on this exciting challenge and lead our passionate team, we are actively interviewing for this rare opportunity and would love to hear from you! Please send your resume to jlgarcia@bluemx.org and monica@bluemx.org .