

Marine Technical Manager – Marine Studies, Coastal Biodiversity & ESIA

Location: Libreville, Gabon, with frequent field and offshore deployments depending on projects

Contract type: 1 year fixed-term project contract, renewable. 3 months probationary period.

Application deadline: 1st of May

Start date: As soon as possible

About the Position

As part of the growth of its activities, our company is recruiting a Marine Technical Manager responsible for the technical supervision and overall coordination of projects in marine and estuarine studies, biophysical baselines in marine and coastal environments, marine biodiversity, ecological monitoring of marine ecosystems, and Environmental and Social Impact Assessments (ESIA). The role also involves a strong writing and proposal development component: preparation of technical and financial proposals, drafting of study reports, scientific syntheses and client deliverables.

The position requires strong organisational, technical leadership, team management and interdisciplinary coordination skills, in a demanding environment combining technical, logistical, maritime safety and HSE, regulatory, contractual and client relationship challenges.

The post holder will play a central role in setting the technical direction of marine projects, supervising teams and project managers, ensuring deliverable quality, maintaining methodological consistency across studies, leading the preparation of technical and financial proposals, drafting and reviewing reports, and ensuring effective coordination between technical teams, field/offshore teams and support functions.

Reporting Line

Reporting to the Director General, the Marine Technical Manager works in close collaboration with:

- Project managers, whom he/she supervises on technical and methodological aspects;
- The Operations and Logistics Manager, to ensure the effective implementation of field and offshore activities;
- The Terrestrial Technical Manager
- The QHSE Manager, to ensure the effective integration of quality, health, safety and environmental requirements in project preparation and execution;
- Experts, technical specialists, partners and subcontractors mobilised for specific projects.

Key Responsibilities

1. Provide technical leadership on marine and coastal projects

- Define, structure and supervise the technical direction of assigned marine and coastal projects
- Ensure scientific, methodological and regulatory consistency of proposed approaches
- Oversee the technical execution of all project phases, from initial scoping through to final deliverable submission
- Support technical decision-making, identify critical issues and propose necessary adjustments
- Ensure studies comply with client requirements, applicable standards and expected quality benchmarks

2. Supervise and support project managers

- Supervise project managers in planning, execution and monitoring of assignments
- Support them in structuring methodologies, work plans, priorities and deliverables
- Ensure effective coordination between disciplines and smooth interfaces between teams
- Provide strategic and technical support in resolving challenges encountered during projects
- Contribute to the professional development of project managers and the strengthening of internal best practices

3. Coordinate technical, operational and QHSE interfaces

- Work closely with operations and logistics managers to ensure feasibility and smooth field and offshore deployments
- Ensure alignment between methodological study requirements and available operational resources
- Coordinate with the QHSE Manager on the integration of HSE, quality and compliance requirements in field, offshore and office activities
- Contribute to anticipating constraints related to mobilisation, access, permits, maritime safety and resources
- Maintain an integrated vision across scientific requirements, field and offshore realities, and maritime safety imperatives

4. Oversee the technical quality of deliverables

- Manage the preparation, consolidation, review and technical validation of deliverables
- Control the quality, consistency, robustness and completeness of reports, technical notes, presentations, databases and technical appendices
- Ensure harmonisation of formats, methods and quality standards across projects and disciplines
- Ensure the quality of analyses, interpretation of results and recommendations

- Ensure compliance with documentation and traceability requirements

5. Lead project development and technical writing

- Lead the drafting of technical and financial proposals in response to tenders and client requests
- Structure methodologies, budgets, schedules and project organisation charts in proposals
- Draft or supervise the drafting of marine study reports, field and offshore campaign reports, technical syntheses and reference documents
- Ensure editorial and scientific consistency of deliverables for clients, lenders and authorities
- Contribute to methodological capitalisation and the development of document templates, guides and internal procedures

6. Contribute to overall project management

- Participate, alongside project managers, in monitoring the overall progress of assignments
- Contribute to identifying risks, gaps, arbitration needs and scope variations
- Support Management on prioritisation, resource allocation and team organisation
- Participate in internal and external coordination meetings as required
- Support client relations on matters with a strong technical component

Candidate Profile

Education

- Master's degree (or equivalent) in marine biology, oceanography, marine ecology, marine sciences, coastal environmental engineering or related discipline

Experience

- Minimum 5 to 8 years' experience in managing or supervising marine and coastal projects, ideally in one or more of the following areas:
 - Marine and coastal environmental studies (MEBS, estuarine studies, marine water and sediment quality)
 - ESIA / marine baseline studies / IFC PS6 / Equator Principles / benthic habitats and marine communities
 - Marine biodiversity / marine fauna (marine mammals, turtles, seabirds, fish) / underwater bioacoustics
 - Coastal and estuarine ecosystems / mangroves / reefs / seagrass habitats
 - Port infrastructure, dredging, offshore energy, subsea cables or large-scale coastal and industrial projects
- Proven experience in the technical supervision of multidisciplinary teams
- Experience managing project managers or coordinating multiple projects in parallel

- Experience in Central Africa, West Africa or tropical coastal environments is a major asset
- Proven experience in drafting technical and financial proposals for marine projects (tenders, expressions of interest)
- Significant experience in writing marine study reports, ESIA marine components, scientific syntheses or technical reference documents

Key Skills

- Excellent technical leadership on marine projects and interdisciplinary coordination skills
- Good knowledge of international regulations and standards applicable to the marine environment (IFC PS6, EP4, TNFD, maritime conventions etc.)
- Strong experience in team management and support to project managers
- Strong ability to manage multiple interfaces in demanding environments
- Excellent writing skills in English and French: marine technical proposals, study reports, syntheses and client deliverables
- Good understanding of regulatory, HSE, operational and marine environmental issues
- Ability to combine strategic vision, technical rigour and operational pragmatism
- Good command of office tools, project management tools and specialist software (marine GIS, acoustic processing, BRUV/ROV data analysis)
- Demonstrated ability in project development: structuring methodologies, budgets, schedules and tender responses
- Proficiency in marine GIS tools, oceanographic databases, bioacoustic processing or data management platforms is an asset

Languages

- Excellent command of English, both written and spoken
- Professional-level French, written and spoken, is essential

Personal Qualities

- Leadership and sense of responsibility
- Technical rigour and commitment to quality
- Analytical and synthesis skills
- Thoroughness and ability to anticipate
- Excellent interpersonal skills
- Responsiveness, diplomacy and solution-oriented mindset
- Ability to work in a multicultural, demanding and results-oriented environment

Expected Outcomes

The Marine Technical Manager will be evaluated in particular on his/her ability to:

- Ensure a high level of technical and methodological quality across all marine and coastal projects
- Effectively supervise project managers and strengthen coordination fluidity
- Ensure smooth coordination between technical, operational, logistics and QHSE teams
- Secure the quality, consistency and compliance of deliverables
- Produce competitive technical and financial proposals and high-quality marine study reports
- Contribute to the operational and strategic success of projects.

Why Join Us

Joining our team means becoming part of a company committed to high-value technical and operational projects at the intersection of marine and coastal ecology, tropical biodiversity, regulatory compliance and sustainable management of marine ecosystems.

It also means working in a stimulating environment, with high-level interactions between experts, institutions, partners and economic stakeholders, on diverse and high-impact assignments.

Application

Interested candidates are invited to submit:

- A detailed CV and a cover letter
- At least two professional references
- A copy of diplomas

To: Dr David Lehmann, Managing Director; david.lehmann@okala.io