



RESEARCH OFFICER - BELIZE

Terms of Reference

Introduction

MarAlliance is an international non-profit working in multiple countries further locally registered as an NGO in Belize that explores, enables, and inspires conservation action for threatened marine wildlife and their critical habitats with communities. Our approach is demand-driven, collaborative, strategic and impact-oriented. We focus on community-oriented marine research, educational initiatives, and conservation strategies, working closely with fishermen, tourism professionals, students, protected area personnel, policymakers, and other vital marine stakeholders. By collecting crucial data on marine populations, artisanal fisheries, the impact of Marine Protected Areas (MPAs), and the behavior and ecology of marine wildlife in a rapidly changing world, we inform and empower evidence-based conservation and management decisions. As the populations of many large marine species continue to decline, MarAlliance stands as a formidable, science-driven advocate, guiding our partners in developing and implementing effective science-based conservation strategies to reverse these trends and ensure a sustainable future for marine life.

Position Summary

MarAlliance seeks a Research Officer in Belize. Our ideal candidate **will be a marine scientist with considerable previous field and analytical experience who delivers field results, peer-reviewed research** and who directly contributes to socio-economic, conservation and policy outcomes. The Belize Research Officer (RO) will report to the Belize National Coordinator. The position will require hands-on collection, management and analysis of scientific data for management and conservation along with strong writing, presentation, outreach, interpersonal, community, and organizational skills.

Key Values and Competencies

- High motivation, strong work ethic, and **attention to detail**
- Strong organizational and time-management skills
- **Self-starting, able to work independently** and meet deadlines in dynamic field and office environments
- **Demonstrated strong analytical and interpretive skills using R and QGIS tools**
- Ability to synthesize and communicate scientific information clearly – both written and verbal
- Ability to work collaboratively within a team environment
- Professional diplomacy, accountability, confidentiality and cultural sensitivity

Key Responsibilities

- Co-lead MarAlliance Belize's scientific data collection and analytical activities
- Assist in survey design and implementation, including spatial mapping and data visualization
- Lead field expedition preparation and logistics for standardized marine megafauna and habitats monitoring
- Conduct marine-based fieldwork on small boats and in-water, often in remote locations
- Collect, enter, proof, analyze and interpret scientific data

- Lead the preparation of Belize-based reports and presentations
- Contribute to scientific publications and international technical reports
- Support outreach and communications outputs and events, including developing content for public engagement
- Maintain and manage scientific field equipment inventory and support procurement and logistics for field operations
- Liaise and work closely with MarAlliance fisher associates, community partners, and collaborating organizations
- Perform other related duties as required by MarAlliance

Qualifications and Skills

Education and Experience

- Minimum of a **Bachelor of Science in marine science or a closely related field.**
- A minimum of **5 years of professional experience conducting fieldwork**, with specific emphasis on marine and fisheries data collection
- Demonstrated aptitude in running analyses, statistics and mapping using **R and QGIS**. Modeling is an asset.
- Must be a proficient swimmer, with the ability and comfort to snorkel a minimum distance of 1-2 kilometers.
- **SCUBA diving certification required, rescue diver or higher with experience working while diving.**
- Must be comfortable working in small boats.
- Native English (both spoken and written), and preferably bilingual or strongly conversant Spanish
- Ability to analyze, interpret and articulate scientific data and technical information.
- Must be a Belizean citizen or resident.

Preferred / Nice-to-Have

- Knowledge of fisheries, wildlife biology, and marine conservation issues.
- Creativity, patience, flexibility, and a sense of humor.
- Good communication, innovation and determination.
- Genuine passion for the mission and work of MarAlliance.

Location

The RO will be based in the MarAlliance office in Belize City, with up to 40% field time in coastal communities and marine protected areas where MarAlliance conducts research.

Terms and Conditions

Salary is commensurate with experience. Benefits include paid holidays, professional training, local and international travel, and health care support. This position is contractual for an initial one-year term, including a six-month probationary period, with renewal based on performance and funding.

Application Process

Interested applicants should **submit as a single PDF document** the following: a Cover Letter, Curriculum Vitae (CV), Contact information for three professional references and a Police record in an email with subject line “BZ-RO - [Your Name]” to careers@maralliance.org by **July 17th, 2026**.

Please note that **only shortlisted candidates will be contacted** and we ask that you do not contact us for updates on the recruitment process. Additional information and supporting documentation may be requested from shortlisted applicants as part of the selection process.