





Project Manager Ocean Policy & Governance

 LOCATION	Colmar
 APPLY BY	July 20 th 2025
 START	September 2025
 CONTRACT	CDI (or CDD)

About ACTeon

We are a team of twenty: multicultural, multidisciplinary and convinced that climate, ecological and social transitions are multiple and closely interconnected. Based in Colmar, Grenoble and Torino, we work everywhere in Europe from the local to the European scales.

We address the protection, resilience and sustainable use of natural resources and ecosystems in four main policy domains:

- Fresh Water - Connect water management to territorial development for driving sustainable futures
- Seas & the Ocean - Bring the ocean to everybody's attention (demonstrate ocean sustainability is of everybody's responsibility) within a source to sea perspective
- Adaptation to climate change - Give operational reality to resilience and adaptive capacity
- Biodiversity - Apprehend services delivered by ecosystems to support a wider societal conversation

We give specific attention to two leverages of successful ecological and climate transitions:

- Mechanisms that support changes in behaviour for all at all levels
- The effective transfer of knowledge & upscaling of Innovation

Your missions

ACTeon is looking for a **Project Manager in Ocean Policy & Governance** to take a lead role in the development and implementation of initiatives **supporting ecological and climate transition delivering a sustainable, resilient and healthy ocean**. As part of our ocean/marine team, you will:

- **Develop, manage and coordinate** projects and initiatives that set the necessary conditions (in terms of regulation, policy delivery mechanisms, knowledge & innovation, people's mindsets...) to deliver a sustainable, resilient and healthy ocean;
- Carry out **critical assessments, *ex-ante* and *ex-post* evaluations** of ocean/marine strategies and policies – addressing in particular social and economic challenges, governance & stakeholder mobilization, policy coherence as well as novel mechanisms that can drive "good practice" and change of behavior for different target groups;
- Organize, develop and/or contribute to **advocacy, communication & literacy campaigns and activities** for different target groups (including decision makers) at different scales;
- Contribute to the organization and facilitation of **multi-stakeholder events** (conferences, workshops, seminars, training, hackathon... including online) and **processes** that support the strengthening of skills as well as the development of shared knowledge, initiatives and strategies.

This position requires an excellent **team & collective spirit, social skills, autonomy**, intellectual **curiosity, rigour, creativity**, a sense of **initiative** and the capacity to transform inspiring and innovative ideas into concrete projects and activities.

The successful candidate will contribute to/be able to develop **areas of work beyond the thematic areas mentioned above**. She/he will actively contribute to the development of ACTeon while developing activities responding to domains of personal interest. Support to consultancy and research addressing **other environmental domains** (e.g. climate change, biodiversity, water...) is expected.

Your profile

- **Minimum M.Sc.** on topics related/relevant to the management of marine ecosystems including from human science (social/economic/political) and knowledge system (innovation, science-policy interface), perspectives;
- **Minimum 3-5 year** experience in (policy) advise and/or consultancy and/or research in the field of ocean/marine protection and policy. Experience in the **development and management of research & consultancy** (including EU) **projects** is seen as an advantage;
- An excellent understanding **of institutions, stakeholders and policies** (e.g. MSFD, MSP, CFP, Blue Economy, climate change...) relevant to the sustainable use and protection of marine ecosystems in France and Europe. Experience in specific maritime sectors & innovation as well as policy integration is seen as an advantage;
- Experience in the **collection** (via data extraction from public datasets, stakeholder interviews, facilitation of focus groups, surveys...) and (qualitative and/or quantitative) **analysis of data**;
- Experiences, skills and appetite for the **organization and facilitation of multi-stakeholder processes/events** (including online) and of **advocacy/communication campaigns**. Strong **networking and relationship skills** expected;
- Excellent **French & English (written & oral) communication** skills. A third EU language is seen as an advantage.

Working arrangement

The **position** is a *Contrat à Durée Indéterminée* (CDI) or *Contrat à Durée Déterminée* (project-based CDD, duration to be agreed) in accordance with the French regulation in terms of social security, holidays, etc. Confirmation of the appointment will take place after a two-month probation period (renewable once). It is a full-time position, which annual salary is based on qualifications and experience of the candidate and on the salary grid of ACTeon.

The position is located in **Colmar** (France – 30 minutes by public transport from Strasbourg or Basel), with (partial) teleworking being part of ACTeon's current working arrangements. The position requires short term travel abroad (mainly in Europe).

Starting date: **Septembre 2025**

The successful candidate will be a part of an inspiring **team** of 20 professionals working in a wide range of collaborative research and consultancy projects mobilizing (research, consultancy, public bodies, civil society...) partners from different European communities of practice.

To apply

Please send your application via email by July 20th, 2025 with: (i) a cover letter; (ii) a recent Europass CV; and (iii) names and email addresses of three references, to p.strosser@acteon-environment.eu

For an informal chat on the position and on ACTeon's working philosophy and environment, please contact Olga Mashkina, senior ocean expert, at: o.mashkina@acteon-environment.eu