



TITLE: Associate, Blue Finance and Scaling
REPORTS TO: Executive Director
DEPARTMENT: Blue Finance and Scaling
CLASSIFICATION: Fixed-Term Contract
1 March 2025 - 28 February 2026, with potential to renew

COMPANY OVERVIEW:

A resilient, net zero and economically secure world is not possible without a healthy, regenerating ocean. The Ocean, one of the planet's greatest assets, is in crisis. Heating, leading to extreme weather events, sea level rise, and adverse ecosystem changes as well as pollution, overfishing and destructive fishing, rising levels of acidity and biodiversity loss all jeopardise its health. Rebuilding and restoring 'blue nature' means protecting the critical impact buffers and biodiversity reservoirs that provide food, social and economic security to billions of people and businesses across the world.

Immediate and scaled action is needed to build resilience to change. The Ocean Risk and Resilience Action Alliance (ORRAA) is the only not-for profit multi-sector collaboration connecting the international finance and insurance sectors, governments, civil society, and stakeholders from the Global South to pioneer finance products that incentivise investment into coastal and ocean Nature-based Solutions (NBS). Our goal, by 2030, is to activate at least USD\$500million of investment into this space, and in so doing, help build the resilience of at least 250 million climate vulnerable coastal people.

The heart of ORRAA's mission is focused on building the resilience and adaptive capacity of marine and coastal ecosystems and the coastal communities around the world that rely on them. We do this by driving investment into ocean and coastal NBS, as well as through the mitigation of risk multipliers like overfishing and pollution. These solutions will enable the Ocean and the communities which depend on it to thrive, creating greater economic security as well as social and cultural resilience for climate vulnerable coastal communities.

POSITION SUMMARY:

The Blue Finance and Scaling Department is driving financial innovation and partnerships to build a capital market for the Ocean and leverage investment into the regenerative and sustainable blue economy at scale. The Department coordinates the Sea Change Impact Financing Facility (SCIFF), a collaborative effort to drive at least USD\$1 billion of private investment into coastal and ocean ecosystems, with a focus on the Global South, by 2030. This will provide a springboard from which to mobilise at least USD\$2.5 billion of broader finance capital.

With a focus on integrity and equity, SCIFF supports locally led initiatives, integrates de-risking tools such as insurance and guarantees to attract additional capital, and prioritizes investments that benefit the most vulnerable regions. Its open architecture encourages collaboration across sectors—including impact funds, corporates, NGOs, institutional investors, and development banks—while its governance model ensures strong representation from Small Island Developing States (SIDS) and Least Developed Countries (LDCs).

SCIFF advances innovative financial instruments including but not limited to:

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- Blue Bond Accelerator – building the high-quality blue bond market through technical support to prospective issuers and investors, market building and thought leadership, and strategic partnerships.
- Nautilus – the Blue Guarantee Company – providing credit enhancements and de-risking guarantees to crowd in new capital for regenerative and sustainable blue economy investments.
- Blue Alliance's Impact Loan Facility – regenerating marine biodiversity and developing the blue economy in Sub-Saharan Africa and Southeast Asia through a groundbreaking finance vehicle.
- Outrigger Ocean Impact Fund – addressing the 'missing middle' financing gap through a dedicated ocean impact fund focused on Small Island Developing States and Least Developed Countries.
- The Octopus Desk – matchmaking blue projects to investors through a novel, AI-enabled platform.

In addition to these existing financial mechanisms, the SCIFF evaluates emerging mechanisms to identify and develop the cornerstone building blocks to build the global blue economy. The Blue Finance and Scaling Team also engages in key global events and projects related to ocean finance, the blue economy, and financial innovation.

ORRAA is expanding the Blue Finance and Scaling Team and we are hiring an Associate and Senior Associate. This Scope of Work is for the Associate position; please refer to separate advertisement for the Senior Associate position. Working closely with the Director, Blue Finance and Scaling, and collaborating with cross-functional teams, partners and stakeholders, the Associate will help ensure the smooth operation of the Blue Finance and Scaling Team.

KEY RESPONSIBILITIES:

- Support the day-to-day activities and facilitate the efficient, productive functioning of the Blue Finance and Scaling team and SCIFF.
- Support the management and tracking of the team's workplans.
- Support the Director in calendar management and the scheduling of meetings.
- Develop agendas, take notes, track follow-up action items from relevant meetings.
- Support logistics for in-person meetings, workshops, and conferences including the coordination of travel, accommodation, invitations, and related logistics.
- Support the engagement and tracking of prospective members and funders.
- Support the administration of grants and contracts.
- Draft contributions to research, analysis, and technical writing of ocean finance, blue economy and related fields.
- Draft contributions to communication products including briefs, documents, and presentations.
- Draft contributions to action reports, progress reports, and related publications.
- Manage the team's SharePoint filing system.
- Other responsibilities as guided by the Director.

ESSENTIAL QUALIFICATIONS AND EXPERIENCE:

The successful candidate will excel in the following areas:

- University degree, preferably in marine policy, sustainable finance, or related field.

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- Experience in either marine / oceans or sustainable finance necessary; experience in both preferred.
- Willingness and passion to learn about ocean finance and blue economy.
- At least 2-5 years of project administration and team support. Management of complex projects, partnerships and grants preferred.
- Fluent in verbal and written English.
- Excellent writing and editing skills adaptable to a variety of audiences.
- Proficient in use of word, excel, and powerpoint.
- Interpersonal and team building skills.
- Practical problem-solving skills to help sort out situations quickly and effectively.
- Flexibility and willingness to multi-task and help others.
- A team-player with ability to work both independently as well as cooperatively with stakeholders across multiple time zones.
- Highly organised and mission driven.
- Ability to meet deadlines and occasionally work under pressure for urgent and unexpected priorities.
- A good sense of humor and willingness to engage and align on ORRAA's organisational culture.

WORK ENVIRONMENT

- Competitive compensation.
- The work under this position is expected to require 40 hours per week to complete.
- Our work is global, fully remote, and conducted virtually. We each work flexible hours to accommodate multiple time zones. This position works on a day-to-day basis with a Director based in Australia. Strong preference for this position to be located in or near Australia.
- Willingness and ability to participate in regular virtual meetings with multiple time zones is essential.
- We may arrange additional in-person meetings at various locations through the year.
- Very occasional international travel may be expected as needed and as safety allows.
- The ORRAA team takes a break at the end of each calendar year between Christmas and New Year's Day.
- Exciting, fast-paced environment with many opportunities to learn, grow, and expand skills.

CANDIDATE APPLICATIONS:

Applications should include a CV/resume, a cover letter outlining how your skills and experience will benefit ORRAA, and your salary expectations [at this link](#). **Your CV/resume and cover letter should be uploaded as one document.** Applications will be assessed on a rolling basis. Only short-listed candidates will be contacted. The successful candidate must be authorised to work in their country of residence. Work visas and relocation expenses are not available for this position.

DATA PRIVACY:

Please note that any personal data submitted to ORRAA as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation, for more information regarding GDPR please see: <https://www.gov.uk/government/publications/guide-to-the-general-data-protection-regulation>



EQUAL OPPORTUNITY EMPLOYER:

Entry into employment with the ORRAA and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

No terminology in the advert or job description is intended to discriminate on the grounds of a person's gender, marital status, race, religion, colour, age, disability or sexual orientation. Every candidate will be assessed only in accordance with their merits, qualifications and abilities to perform the duties of the job.