



BLUE MARINE  
FOUNDATION

# GRADUATE SCHEME

TRAINING PROGRAMME

# Graduate Scheme

Blue Marine is delighted to offer this opportunity to graduates who are invited to join our mission to protect 30% of the ocean by 2030.

We recognise the importance of ensuring graduates and the generation who will be front runners in the next decades are equipped with the necessary skills as we seek to restore health to the ocean.

This is a dedicated two year training programme for graduates to join the charity in September 2025.

## About Blue Marine

Blue Marine is a UK ocean conservation charity set up in 2010 by some of the team behind the award winning documentary film 'The End of the Line'. Blue Marine aims to restore the ocean to health by addressing overfishing, one of the world's biggest environmental problems.

The charity is dedicated to creating marine reserves, restoring vital habitats and establishing models of sustainable fishing. Its mission is to see at least 30 per cent of the ocean under effective protection by 2030 and the rest responsibly managed.

A DYNAMIC TEAM OF

**50** PEOPLE

**31** COUNTRIES | **57** PROJECTS

PARTNERED WITH NEARLY

**200** ORGANISATIONS

# The focus of our work

To achieve the best possible protection for the world ocean, Blue Marine's initiatives are based on these three strategic goals

**SECURING EFFECTIVE PROTECTION OF THE OCEAN**

Blue Marine aims to secure effectively managed marine protected areas closed to destructive fishing and other damaging activities.

**TACKLING OVERFISHING, OVEREXPLOITATION AND OTHER DAMAGING ACTIVITIES**

Through highlighting poor practice and by developing solutions, we challenge harmful overfishing and over-extraction.

**RESTORING VITAL ECOSYSTEMS**

Blue Marine restores marine habitats to revive and protect vulnerable and threatened species.

## Our Mission

Ensure the effective protection of at least 30 per cent of the ocean by 2030 and the sustainable management of the whole ocean and to support the livelihoods of coastal communities through the recovery of marine biodiversity.



Photo Dan Crockett

# About The Scheme

You will work alongside colleagues to complete four rotational placements over a period of two years.

This will give you core experience in the following:

## Education ((6 months))

- Working to inspiring all ages to become ocean advocates, with engaging materials and hands on education and training programmes.

## Fundraising ((6 months))

- Learning how to fundraise in an effective and informed way to support the charity's vital work.

## Media ((6 months))

- Learning how to raise awareness of ocean conservation through media channels.

## Policy ((6 months))

- Working with our policy team to learn how to engage with policymakers to implement stated policy and to alter policy to deliver sustainable fishing and marine protection. .

During the course of the two years, you will learn how these key areas support our projects and may have ad-hoc project exposure.



# What do we offer?

- **A UNIQUE OPPORTUNITY** to learn and train with some of the most leading and pioneering minds in marine conservation.
- The opportunity to have **HANDS ON EXPERIENCE** in supporting our projects in real time.
- **A FLEXIBLE WAY OF WORKING.** The programme will involve a range of flexible working arrangements appropriate to the demands of the team and projects. Regular visits to the London office will be expected as part of the programme.
- Chance to **DEVELOP STRONG, TRANSFERRABLE SKILLS** that will be useful across the wider sector
- **SUPPORT FROM A MENTOR** to ensure you achieve your best potential from taking part in the scheme.
- **FANTASTIC AND WELCOMING CULTURE.**
- **GREAT SALARY** and benefits package.
- Opportunity to **BE PART OF MAKING A DIFFERENCE!**

# What you'll need

- You will have or be working towards a high 2:1 (in any degree discipline).
- You will have 144 UCAS points or 99 Scottish Highers points (or the equivalent in other qualifications).
- Evidence of a strong passion and commitment to the ocean or another environmental cause.
- You will have the current right to work in the UK.
- Strong writing skills.

## Salary

**£25,300.60 per annum**  
(London Living Wage)  
plus a generous and  
creative benefits package.

## Future careers

While we will make every effort to offer a permanent role at the end of the placement, we can make no guarantee of this. However, the Graduate Scheme is aimed to equip you with a full set of strong transferrable skills for you to be able to thrive in your future career, including the below:

- Blue Marine job opportunities.
- Job opportunities within the wider marine conservation sector.
- Job opportunities within the wider charity sector.
- Core skills to take to any other industry.

# Testimonials

As this is our first graduate programme hear what some of our team have to say about working for Blue Marine:

**During my policy internship, I had the opportunity of attending some incredible events including parliamentary events on deep sea mining, exposure with politicians, attending the North Eastern Atlantic fisheries negotiations and much more! I learnt more detailed policy and got the chance to use what I had learnt to respond to consultations and develop my writing skills. I was able to put my prior fisheries knowledge to use in the real world by outlining the most vulnerable fish stocks subject to overfishing and build on my knowledge by learning about wider international fisheries policy. The internship helped me understand the importance of communicating complicated science, simply, to those who have the power to bring about change. This is something I think about every day, now that I have a full time position as a fisheries policy officer with Blue Marine!**

Jasmine

**Blue Marine is a brilliant place to learn quickly. I'm proud to be part of a team that has a real impact on tackling the pressures our ocean faces... the best bit about Blue Marine is the people. I'm constantly surrounded by individuals who look out for me, guide me and inspire me, whether they are my direct colleagues, project partners, the fishers or the children we speak with on the ground. It's a network like no other and these are relationships I will cherish forever.**

Freddie

# How to apply

Our graduate scheme will be advertised through universities, Milkround and on our website and social media channels.

All application for our graduate scheme must be submitted through [Milkround](#) and we request you include both your CV and a covering letter as part of your application.

# Recruitment and Selection

Each application will be reviewed against a specific set of criteria. Those shortlisted will be invited an initial assessment followed by an assessment day. Full details will be made available to you during the process.



# Equality, Diversity and Inclusion

At Blue Marine, we embrace our differences. Being an inclusive employer to us means creating an environment which celebrates your contribution, regardless of age, gender, race, ethnicity, disability, sexual orientation, social background, religion or belief. We firmly believe that our future success lies in diversity of thought from all our team and it's integral in our mission to build a happier and healthier world. We welcome applications from everyone interested in working for us.



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