



Bazaruto Center for Scientific Studies

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Job description

Applications open: 22nd April 2025

Position: Dive Master/Instructor

Hours: This is a full-time position

Location: BCSS Marine Research Station, Benguerra Island, Bazaruto Archipelago, Mozambique

Begin: May 2025

Salary: Competitive salary based on experience, including accommodation & meals.

Direct reporting to: Marine Operations and Dive Centre Manager

Dotted line reporting to: Station Manager & Chief Scientist

For further information & to send applications, please contact:

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About BCSS:

The Bazaruto Center for Scientific Studies (BCSS) is an independent, non-profit organization with a mission to protect and support the fragile ecosystems around Bazaruto Archipelago, Mozambique. BCSS runs the first permanent Ocean Observatory in the Indian Ocean working on multi-ecosystem time-series with an open-data policy. As a partially solar-powered field research facility in a remote area, BCSS operates on a zero-waste strategy and welcomes students, and scientists from any background, who wish to immerse themselves in a unique experience taking part in research activities. BCSS provides professional logistical and scientific services in the ground and offshore. The Bazaruto Archipelago National Park (BANP) is home to some of the richest yet least-explored subtropical ecosystems - from its dugongs and migrating humpback whales to its coral reefs and mangrove forests. BCSS is committed to better document and protect these pristine habitats via its in-house projects and national/international initiatives.

The Position:

BCSS is looking to appoint an experienced, passionate, and highly motivated **PADI Dive Master/Instructor** to support its daily diving operations, research support diving, and educational programs. Strong preferences will be given to Mozambican nationals. This is a field-based position ideal for someone seeking to gain experience working in a dynamic, science-focused marine station in a protected area. As part of the Marine Operations & Diving Unit, the Dive Master will play a key role in supporting safe and efficient scuba diving and snorkelling operations, supporting visiting researchers and interns, maintaining dive equipment, and upholding best safety practices in line with BCSS protocols. A strong background in diving, an appreciation for marine conservation, and excellent interpersonal skills are essential.

You will work alongside scientists, students, interns, and operational staff in a remote, small-team environment requiring a high degree of responsibility, professionalism, and flexibility.

Primary responsibilities:

- Assist in the coordination and supervision of diving activities, including research dives, training, and guided experiences.
- Ensure diving operations are conducted safely, following PADI standards and BCSS procedures.
- Maintain, inspect, and manage diving equipment and air compressor to ensure all equipment is operational and safe.
- Support the dive logistics of research and monitoring programs including equipment preparation, data collection assistance, and dive planning.
- Guide snorkelling activities and boat-based operations when required.
- Conduct dive briefings and debriefings for researchers, interns, and other participants.
- Maintain accurate dive logs and report incidents or maintenance issues promptly.
- Work collaboratively with the BCSS Marine Operations, Science, and Internship teams.
- Support community and educational activities when relevant.
- Promote marine conservation awareness and BCSS values in all interactions.

Desired Qualifications & Skills:

- PADI Dive Master (active status), with preference for candidates with additional certifications (EFR Instructor, Compressor Operator, Equipment Specialist, etc.)
- Minimum 50+ logged dives with experience working in tropical marine environments
- Dive guiding and equipment maintenance experience essential
- Experience supporting scientific diving or working in marine research environments is an advantage
- Fluency in English required; Portuguese and/or local language skills are a plus
- Good level of physical fitness and ability to work long hours in tropical field conditions
- Strong communication, leadership, and teamwork abilities
- Excellent safety awareness and organizational skills
- Basic seamanship and boat handling skills are desirable
- Willingness to live and work in a remote, off-grid location with a small team
- Passion for marine conservation and interest in supporting science and outreach activities

Please, include in your application:

- Full CV including relevant diving experience (training, number of dives, dive locations), certifications, and any marine conservation or fieldwork background.
- Copy of your PADI Dive Master certification and insurance (if available).
- Detailed cover letter explaining your motivation, relevant experience, and why you believe you are suited for this role.
- At least 2 professional references (preferably diving- or field-related).