



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 specialist two-year training programme starts in September 2027 and is designed for graduates looking to begin their careers in the charity sector.

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.



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

SECURE EFFECTIVE PROTECTION OF THE OCEAN

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

TACKLE OVERFISHING, OVEREXPLOITATION AND OTHER DAMAGING ACTIVITIES

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

RESTORE 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, spending six months in each placement.

This will give you core experience in some of the following:

Education

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

Climate

Working to prove the value of the ocean as a solution to climate change.

Fundraising

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

Economics

Working to show why conservation makes sound financial sense and how marine protection can work for both nature and people.

Media

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

Investigations

Researching, exposing and combatting harmful and unsustainable practices affecting our ocean.

Policy

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.

Science

Blue Science, Impact and Innovation providing the team with a strong scientific foundation to strengthen the case for increased and effective marine protection.

Legal

Learning how to use the law to secure a better marine environment by advocating for the establishment of new rules and the enforcement of existing ones.

Projects

Supporting our projects team across the globe, from the Solent in the UK, to our international work worldwide.

What do we offer?

- **A UNIQUE OPPORTUNITY** to learn and train with some of the leading and most 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.
- The ability to communicate ideas and information clearly and effectively in writing to make it engaging for different audiences.

Salary

London Living Wage plus a generous and creative benefits package, including:

- pension scheme
- cycle to work
- life insurance
- flexible working
- enhanced sick pay
- wellbeing days and services through our Employee Assistance Programme and more
- tea and teach sessions

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.

Photo Matt Jarvis

Testimonials

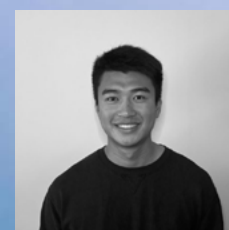
Hear what Izzy and Ryan have to say about working on the Graduate Scheme for Blue Marine:



The graduate scheme has given me a unique opportunity to develop skills and confidence across different areas of charity work. There is so much value in experiencing how different teams work together, especially when each team is exceptionally good at what they do.

I've been able to genuinely contribute to Blue Marine's projects and am always encouraged to share ideas and step outside my comfort zone. The scheme has helped me figure out what I enjoy most and where my strengths lie, and I feel incredibly fortunate to be learning from such ambitious people.

Izzy



Being a graduate at Blue Marine Foundation has been a rewarding and transformative experience in my early career. I was given meaningful responsibilities from the outset, contributing to conservation projects across the UK and internationally.

The structured rotations across different teams gave me a broad and practical understanding of the conservation sector, while also helping me identify my strengths and interests. Throughout the programme, mentors and managers were genuinely invested in my development, with regular feedback and training opportunities that supported my continuous learning.

Most importantly, the graduate scheme introduced me to passionate and inspiring people working to protect our oceans. Being surrounded by such commitment and purpose has been highly motivating and has shaped how I think about my career and beyond.

Ryan

How to apply

Our graduate scheme details will be advertised on our website and social media channels from 1 October until 31 October 2026.

All applications for our graduate scheme must be submitted via our website and we request you include both your CV and covering letter as part of your application.

Recruitment and Selection

We receive a high volume of applications for the Graduate Scheme, but we'll keep you updated throughout the process wherever possible.

Every application is carefully reviewed against the role criteria, taking into account both eligibility and the overall strength of the application.

Candidates who are shortlisted will be invited to an initial online interview. Those who are successful at this stage will then be invited to attend an assessment day at our London office in Somerset House.

We'll provide full details and guidance at each stage, so you'll know what to expect as you move through the process.



Photo Unseen Studio (The Sea We Breathe website)

Difference, Equity and Inclusion

The seas and oceans belong to all of us, and to all living things that depend on them.

At Blue Marine, like a thriving ecosystem, we all have a role and embrace and respect our differences.

As an inclusive employer, we are committed to fostering an environment where everyone feels valued and empowered to contribute, regardless of age, gender, race, ethnicity, disability, sexual orientation, social background, religion, or belief.

We believe that our future success depends on the breadth of

perspectives, experiences, and ideas within our team. Diversity of thought strengthens our work and is essential to achieving our mission of creating a healthier ocean and a better future for people and nature.

We welcome applications from everyone who shares our passion for the ocean, our values and is interested in working with us.

If you require any adjustments or additional support at any stage of the recruitment process, please contact our People and Culture team at HR@edelweisshr.co.uk



Photo Francesca Page



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