



Head of Earth Observation

Employer: Sea Ranger Service
Reports to: Founder, Director
Location: London / Netherlands / hybrid, to confirm
Terms: Full time. Compensation and benefits to confirm.
Start date: Q1 2027

The short version

We are starting a new programme focused on field validation of Earth Observation (EO) data, also known as ground-truthing, for different nature and climate applications. We are looking for the person to co-design and coordinate its data architecture, applications and the operational field work carried out by young people.

You work alongside a small team to establish it from the ground up: setting up how it runs and delivering the first pilot projects, with a focus on growing its scale and impact over time. This is not a role for someone who seeks everything to be predefined, within a large team around them from day one. We are seeking a builder who wants to help shape something new from the very start.

This is an unconventional role, yet will be a truly unique opportunity to make a profound impact for young people and to the conservation of nature, alongside implementation of climate mitigation initiatives on an international scale.

About us and the programme

Since 2016, the Sea Ranger Service has built a scalable model that brings maritime operations, youth activation at scale, ecological restoration, government and commercial contracts and zero-emission vessels together into a single commercial approach. We now operate across six European countries, with more than 200 recruits trained and a 50% placement rate into maritime careers. Our work and impact are growing.

This new programme extends that work to using Earth Observation data. It will use satellite data to monitor and verify the health of nature, so that the outcomes we and others deliver, on the ground and at sea, can be measured, trusted and financed. Making that data credible depends on ground-truthing, involving teams of young rangers in the field who collect the on-site landscape measurements that satellite readings are checked against. Designing how we work with satellite data for nature and climate applications, and helping coordinate the field work, sits at the heart of this role.

What you would do

As the person leading the data work and field operations of this programme, your job is to build how the work takes place. In practice that means:

- Set up how the programme runs operationally: the systems, tools, processes and rhythms it needs to function.
- Plan and coordinate field operations: the expeditions that gather ground-truth measurements to validate our satellite data, including logistics, safety, crew and liaison with our partners on the ground.
- Deliver the first EO projects end to end and turn them into a repeatable working methodology.
- Help build out the operational team. Define the first roles, run hiring and set the culture as the programme grows.
- Keep the programme well run and compliant as it grows, working with colleagues in the wider Sea Ranger Service to accelerate our scaling.
- Do whatever else is required, because in the early days there are few others to hand it to.

The shape of this role will change fast. In the early days you are close to everything. As the programme grows you will build out a team and bring in the people who take pieces of it off your plate and step up into leading them.

Who we are looking for

You have set up and run projects at pace inside a startup, scale-up or early-stage team before and you are ready for a programme that focuses on impact.

Essential

- Experience in Earth Observation, satellite data, climate, conservation or another mission-driven technical field, with a personal motivation to continued learning.
- Experience in running EO data projects with nature and/or climate applications.
- Experience leading field expeditions or remote field operations, with a real feel for logistics, safety and getting a job done in demanding conditions. You will be coordinating the field teams that ground-truth our satellite data.
- Genuine comfort with when there is ambiguity, or changing priorities.
- You have ownership, getting tasks done without needing to be asked.
- Ability to go deep: you are ok zooming from strategy to the smallest operational detail.
- Deep alignment with our mission to protect and restore nature, whilst creating purposeful career opportunities for young people that need it most.
- We are looking for someone with experience in applying EO data for climate and nature projects, less so an engineer or data scientist who has primarily built systems in the past.

Nice to have but non-essential

- Exposure to partnerships, funding or grant applications, or investor relations.
- You have started or built something of your own, even if it did not work out.

The honest part

Helping build something new requires a specific mindset and we prefer to be honest about it. The early stage is exciting but it is also uncertain. Some of what is described above does not yet exist, which is why we need your help in building it. You will likely wear different hats to start with, some things may not work and you will have more responsibility than structure. If that reads as a warning to you, this is not the right role. If it reads as an invitation, we should definitely talk.

What we offer

- The chance to help build a new Earth Observation programme from the very beginning, with co-ownership over how it is done.
- A place within a growing group of ranger organisations working across land and sea.
- Compensation and benefits to confirm but market-rate for a specialised role in a social enterprise.
- Work that matters on one of the defining challenges of our time.

How to apply

Upload your CV and a short motivational letter telling us why you are suited this role, through [this form](#). Applications are reviewed on a rolling basis. Closing date: 15 October 2026.

We are committed to building a diverse and inclusive team that reflects the world we work to protect. We welcome applicants from every background.