

THE OR FOUNDATION

Ecological Lab Manager - Job Description

Title: Ecological Lab Manager

Location: Adabraka (Near Kantamanto Market), Accra, Ghana

Terms: Full-Time

Starting Salary: USD \$1,625 Gross/per month

Benefits: 20 days leave/year, SSNIT/health insurance benefits

Reports to: Head of Environmental Justice

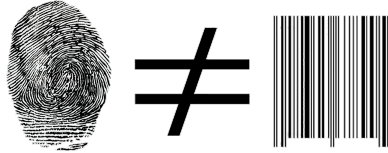
About The Or Foundation

Since 2011, The Or Foundation has worked at the intersection of education, environmental Justice and fashion innovation to identify and manifest alternatives to the dominant model of fashion, alternatives that bring forth ecological prosperity as opposed to destruction to allow citizens to form relationships beyond their role as consumers. Today, this work is centred primarily in Accra, Ghana, where we operate in solidarity with the world's largest secondhand clothing market to catalyse a Justice-led circular textiles economy. Our collective team works across three distinct levels of programming. We offer critical relief to members of the secondhand market ecosystem in Accra, from direct grants to help rebuild after fire outbreaks to wrap-around job training and immersive support for young women to transition out of conditions of modern-day slavery. We develop and bring to life new pathways to transform waste material into economically and ecologically useful products and systems, from business incubation for upcyclers to experimental design with bioreactors. We conduct extensive environmental and socio-economic research to inform strategy, policy, and action at both the local and global level, bringing awareness of waste colonialism into classrooms, boardrooms, and legislative sessions through media, scientific publication, as well as coalition and delegation trips that build bridges beyond single stories and across perspectives.

Our team is as diverse as our programming, with members joining the organisation from within our communities of impact and throughout Ghana, and others coming from the Netherlands, France, and the USA. We are registered as a nonprofit and non-governmental organisation in the USA and in Ghana respectively.

Role Overview:

We are engaged in extensive environmental pollution research to assess the impact of secondhand clothing waste in and around Accra, Ghana, and are applying this research to environmental remediation efforts. One such effort is a project involving the ecological remediation of a canal found in Agbogbloshie as well as research into various bioremediation technologies.

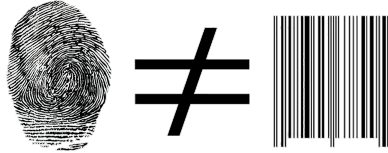


THE OR FOUNDATION

We are currently seeking an Ecological Lab Manager. This role will work five days a week under the supervision of the Head of Environmental Justice to oversee all in house laboratory operations related to our ecological remediation efforts. This role involves coordinating sample collection and preparation with sampling teams to ensure that they are meeting international standards, as well as analysis of water, sediment, and biological samples to assess contamination levels and track remediation progress. The Lab Manager will ensure accurate data generation, compliance with environmental standards, and the effective coordination of lab personnel and resources.

Key Responsibilities:

- Supervise and coordinate laboratory activities, including sample preparation, chemical and microbial analysis, and quality control procedures to ensure that they meet relevant international standards.
- Assist in the development and implementation of standardized protocols for water, sediment, and biological testing, ensuring compliance with environmental regulations.
- Supervise and perform instrumentation maintenance, calibration, and troubleshooting for analytical equipment, keeping records and developing and operating proactive equipment maintenance procedures following manufacturers' guidelines as a minimum standard.
- Coordinate sample collection logistics with relevant teams across the department to ensure that all relevant protocols are followed in accordance with relevant international standards.
- Manage relevant chain-of-custody documentation, sample shipment and tracking, and coordinate the shipment of samples to third party facilities both in Ghana and internationally following all relevant customs, safety and material handling requirements.
- Contribute to the analysis of results to identify trends in pollution levels, remediation effectiveness, and potential environmental risks.
- Train and mentor apprentices, lab technicians and researchers in proper lab techniques, safety protocols, and data analysis.
- Collaborate with engineers, ecologists, and regulatory agencies to provide scientific data that informs remediation strategies.
- Maintain inventory of lab supplies, ensure safety compliance, and manage waste disposal according to hazardous materials guidelines.
- Prepare technical reports, data summaries, and presentations for project stakeholders and regulatory bodies.
- Lead efforts to establish and maintain ISO certification for the laboratory, including developing quality management systems, ensuring adherence to ISO 17025 standards, and preparing for audits.
- Maintain familiarity with The Or Foundation programming, policies and best practices.



THE OR FOUNDATION

Qualifications

- The ideal candidate demonstrates a deep commitment to environmental justice and a hands-on approach to fieldwork in diverse conditions. You should have a meticulous eye for risk management and a track record of innovation i.e. thinking beyond traditional methods to find effective solutions.
- Bachelor's or Master's degree in Environmental Science, Chemistry, Biology, or a related field.
- Experience managing a laboratory, preferably in environmental analysis, water quality testing, or remediation research.
- Strong knowledge of environmental sampling protocols, QA/QC procedures, and regulatory compliance.
- Excellent organizational and leadership skills with the ability to oversee multiple projects simultaneously.
- Familiarity with data management software and statistical analysis tools.
- Ability to work in a collaborative, interdisciplinary setting with engineers, scientists, and policymakers.

How to Apply

Please send your CV and cover letter to team@theor.org with the subject line "Ecological Lab Manager" The position will remain open until filled.

The Or Foundation is an equal opportunity employer and does not discriminate based on gender, gender identity, sexuality, orientation, race, religion, national origin, tribe, or disability.