



OUR PROJECT

PHOCEA is building a new kind of international dive network. We combine uncompromising safety standards, slick logistics, and a genuinely fun, social atmosphere that makes people feel looked after from the first message to their flight back. Our Mexico operation is the anchor, and the wider ambition is to grow into an international network of dive centres and accommodation hubs built by divers for divers.

YOUR ROLE

Job Title: International Partnerships & Business Development Manager (Tourism Sector)

Build a stream of qualified B2B partner opportunities in priority markets, then convert them into signed referral terms, group bookings, joint campaigns, and repeat pipelines.

Partnership development and outreach

- Identify and map priority partners in each target market.
- Connect with travel agents, tour operators, dive clubs, instructors, universities, NGOs, brands, and travel platforms.
- Secure and hold meetings with potential partners.
- Represent PHOCEA at dive shows, events, and community gatherings.
- Travel across targeted regions to meet partners and develop relationships in person.

Activation and partner growth

- Turn interest into signed referral agreements and group trips.
- Build partner toolkits that make PHOCEA easy to sell.
- Manage active partners and track performance.
- Drive repeat bookings and long-term partnerships.

Success metrics

- Qualified partner meetings held.
- New partnership opportunities created.
- Activated partners.
- Bookings and revenue generated through partners.
- Repeat bookings and a clear partner pipeline.
- Positive feedback from partners

REQUIRED EXPERIENCE

Professional Background

- 3-5 years of experience in business development, partnerships, or B2B sales.
- Experience in tourism/eco-tourism, diving, adventure travel, or hospitality is strongly preferred.
- Experience developing partnerships with travel agents, tour operators, clubs, or communities.
- Strong understanding of tourism distribution channels, not just general sales.

B2B sales experience

The candidate must demonstrate experience in:

- B2B relationship building.
- Building sales pipelines and partner networks.
- Converting meetings into bookings or commercial partnerships.
- Negotiating referral agreements or commissions.



Partner ecosystem experience

Experience working with partners such as:

- Travel agencies
- Tour operators
- Dive clubs
- University dive societies
- Outdoor adventure communities
- Travel platforms
- Influencers or ambassadors
- NGOs

OTHER REQUIREMENTS

- Fluent in English and French. Spanish is a plus.
- Based in the EU or the USA.
- Willing to travel regularly.
- You will spend at least one week in Playa del Carmen to train with the team to get familiar with the core business.

Salary: 35,000€ + commission

Starting period: June 2026

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