

VACANCY
WELLNESS MANAGER

About ENVI Paje

ENVI Paje is a luxury eco-conscious beachfront wellness retreat set along the turquoise shores of Paje Beach. Featuring 22 private villas and rooted in ENVI Lodges' philosophy of mindful, barefoot luxury, our wellness hub—**The Sanctuary**—bridges time-honored African botanical wisdom with science-backed regenerative therapies and holistic longevity principles.

Role overview

We are seeking an inspiring, commercially savvy, and deeply passionate Wellness Manager to oversee the daily operations, guest journey, and holistic programming at ENVI Paje (4 treatment rooms, mani/pedi suite, recovery welltech lounge, and outdoor movement spaces).

Reporting directly to the General Manager on day-to-day property operations and dotted-line/functionally to the Corporate Director of Wellbeing on brand wellness concept, standards, and programming, you will lead a dedicated team of 6 wellness professionals (4 therapists and 2 activity trainers). The ideal candidate possesses a grounded understanding of holistic wellness and longevity (nutrition, sleep, movement, recovery, and mindfulness), seamlessly blending warm Swahili hospitality with operational excellence—and ideally bringing the ability to personally facilitate mindfulness sessions such as sound healing or meditation.

Key Responsibilities

1. HOLISTIC WELLNESS, LONGEVITY & GUEST EXPERIENCE

- **Holistic Consultations:** Conduct or oversee initial wellness consultations (including body-insight assessments) to design tailored, multi-day stay itineraries grounded in longevity lifestyle pillars: restorative sleep, functional movement, balanced nutrition, nervous system regulation, and targeted recovery.
- **Service Excellence:** Ensure every touchpoint across the property —from pre-arrival welcome rituals and barefoot path experiences to post-treatment herbal infusions—reflects five-star luxury standards, ENVI's corporate wellbeing framework, and our unhurried "pole, pole" ethos.
- **Cross-Departmental Synergy:** Collaborate closely with F&B (aligning menus with nutritional wellness and circadian/sleep support) and Recreation/ Watersports to deliver a unified resort-wide wellness ecosystem.

2. WEEKLY ACTIVITIES PROGRAMMING & CLASS FACILITATION

- **Weekly Activities Calendar:** Design, manage, and promote a dynamic weekly schedule of complimentary and private movement classes, longevity talks, and experiential workshops (e.g., yoga, breathwork, cold plunge immersion, local botanical scrub-making).
- **Mindfulness Facilitation (Preferred):** Lead or co-facilitate signature mindfulness classes such as sound healing, guided meditation, or breathwork, elevating guest engagement and reducing reliance on external facilitators.
- **Retreats & Brand Initiatives:** Partner with the Corporate Director of Wellbeing to execute brand-wide wellness concepts, multi-day retreats, visiting practitioner residencies, and wellness packages.

Key Responsibilities

3. OPERATIONS, SAFETY & REGENERATIVE TECHNOLOGIES

- **Property Supervision:** Manage daily operations, scheduling, and quality standards at The Sanctuary at ENVI Paje, ensuring seamless guest flow and operational consistency.
- **Regenerative & Clinical Protocols:** Oversee strict operational, hygiene, and safety compliance for specialized modalities, including Hyperbaric Oxygen Therapy (HBOT), Red Light Therapy, PEMF and Cold Plunge.
- **Gym & Studio Standards:** Ensure the gym, yoga studio, and recovery equipment at both properties are impeccably maintained, calibrated, and safe for guest use.
- **Sustainability & Sourcing:** Champion ENVI's eco-friendly commitment by minimizing single-use waste and highlighting locally harvested Zanzibar botanicals and Paje seaweed in treatments and retail.

4. TEAM LEADERSHIP & DEVELOPMENT

- **Team Management:** Lead, roster, and mentor a team of 6 staff members.
- **Training & Standards:** Conduct ongoing hands-on training in signature African botanical rituals, holistic consultation techniques, contraindication screening, and luxury guest etiquette in alignment with corporate wellbeing SOPs.
- **Cultural Stewardship:** Foster an inclusive, supportive workplace culture that empowers local Zanzibari talent and celebrates East African healing heritage.

5. COMMERCIAL PERFORMANCE & ADMINISTRATION

- **Financial Management & Reporting:** Manage the Wellness P&L, reporting regularly on KPIs, guest satisfaction, and program performance to both the General Manager and Corporate Director of Wellbeing.
- **Inventory & Supply Chain:** Oversee stock control, supplier relationships, and visual merchandising for apothecary lines and consumables across both sites, proactively managing lead times within an island supply chain.

Qualifications & Experience

ESSENTIAL

- Experience: Minimum 3–5 years in luxury resort spa or destination wellness management, ideally within a boutique, eco-luxury, or remote island environment.
- Holistic & Longevity Knowledge: Strong foundational understanding of holistic wellness pillars—including nutrition, sleep optimization, movement, stress resilience, and mindfulness—and how they integrate into a sustainable longevity lifestyle.
- Technical Background: Formal qualification in Spa Therapy, Holistic Wellness, Exercise Science, or Hospitality Management, with familiarity in both traditional spa modalities and modern recovery technologies.
- Commercial & Matrix Reporting Acumen: Proven track record of driving spa/wellness revenue, managing rosters across multiple outlets, and thriving in a dual-reporting structure between property operations and corporate brand leadership.
- Language: Fluency in English (written and spoken).

HIGHLY DESIRABLE

- Mindfulness Facilitation: Certification or hands-on experience leading sound healing, meditation, breathwork, or yoga sessions.
- Regional Experience: Previous working experience in Zanzibar, Tanzania, or East Africa, with strong understanding of local labor laws, import logistics, and cultural nuances.
- Language: Proficiency or conversational ability in Kiswahili.

KEY COMPETENCIES

- Grounded Leadership: Calm, empathetic presence capable of inspiring a small, tight-knit team.
- Detail-Oriented: Obsessive care for hygiene, ambiance, sensory details (scent, sound, lighting), and recovery equipment safety.
- Adaptability: Resourceful problem-solver comfortable navigating island logistics, seasonal occupancy shifts.