Lower Columbia Estuary Partnership

Research Scientist

Salary Range: $46,500 – $66,500 Full Time Equivalent
Job Classification: Regular, Exempt (32 hours/week)
Supervisor: Chief Scientist

MINIMUM QUALIFICATIONS

Three years of experience in water quality, fish or ecosystem monitoring, statistics, and data analysis. A Bachelor's degree and experience in natural resource or watershed management, hydrology, water quality, marine sciences, biology, habitat conservation, or related field required. A Master's degree in a related field is preferred. Required experience: designing and implementing ecosystem, fish, or water quality monitoring programs and pollutant reduction activities. GIS experience is preferred.

GENERAL DESCRIPTION

This position is part of the team that implements components of the Comprehensive Conservation Management Plan, biennial workplans, and six-year strategies for technical programs, including restoration, monitoring, and data.

This position develops and implements ecosystem condition status and trends, habitat, fish, water quality, toxics, invasive species, and habitat restoration action effectiveness monitoring projects. The position oversees and manages monitoring subcontractors, provides quality assurance of the data collected, coordinates the delivery and dissemination of monitoring data, and provides habitat restoration action effectiveness monitoring expertise.

Employees in this position interact with many Estuary Partnership partners and have regular contact with all Estuary Partnership staff, staff from other agencies and organizations, the business community, community leaders, regional partners, contractors, technical experts, and the public.

DUTIES

- Guide and facilitate regional discussions on monitoring efforts, ensuring data comparability across sites and time, on a range of topics including toxic contaminants, ecosystem status and trends, invasive species, restoration action effectiveness, and activities related to salmonid recovery efforts. Identify potential projects and build relationships with partners to implement the Estuary Partnership Monitoring Strategy and Management Plan, maintain active collaboration and dialog among partners, improve efficiencies, identify needs, and reduce duplication.
- Develop and manage project contracts, including scopes of work, timelines, and budgets, and oversee project and contract implementation to ensure compliance with the contract terms, applicable laws and rules, permit requirements, and specified monitoring protocols.
- Assist in collecting and analyzing field data and applying analytical approaches to evaluate ecosystem conditions, fish use, and site conditions.
- Use GIS to develop map products; enter, manage, and make data available; and provide assistance to Estuary Partnership staff and partners through a variety of GIS-based projects.
- Identify funding opportunities, provide information to supervisors, and complete project grant proposals as requested.

- Write project reports, provide project updates, disseminate program/project information, and make presentations on project or program information.
- Regular travel throughout the lower Columbia River area to deliver programs. Occasional after hours and weekend work.

RESPONSIBILITIES

- Strengthen programs that serve all communities of the lower Columbia River and estuary and give all people parity and equal engagement with and in the protection of our natural resources to build and maintain a racially, culturally, economically, and gender diverse and inclusive organization and programs.
- Work with a high degree of independence and communicate regularly with supervisor.
- Manage assigned work assignments; ensure appropriate completion of timelines, deadlines, project objectives, and tasks.
- Participate in team meetings to discuss and advance program objectives, enhance collaboration, and identify resource needs required to complete projects. Participate in the Science Work Group.
- Represent the Estuary Partnership at meetings on matters related to the Estuary Partnership technical program. Participate in regional work groups, meetings, and conferences, such as Lower Columbia Fish Recovery Board, EPA Columbia River Toxic Contaminants Reduction Working Group, and PNAMP.
- Build and maintain high-level relationships and foster collaborative projects with key partners, including teachers, schools, volunteer organizations, private sector, donors and funders, local environmental and conservation organizations, academia, the general public, and government agencies involved in related program work.
- Build relationships with the USACE, BPA, NOAA, consultants, contractors, and others involved in the lower Columbia River to enhance regional collaboration and advance regional understanding of ecosystem conditions and restoration effectiveness.

GENERAL KNOWLEDGE AND SKILLS

- Skill working in a team environment, understanding of roles and responsibilities of members, and providing communication and support to members of the team, including supervisor.
- Understanding of the purpose, mission, and activities of all program areas of the Estuary Partnership; knowledge about Columbia Basin or lower Columbia River and the National Estuary Program.
- Ability to think strategically with high degree of initiative and work independently with regular interaction with supervisor, including identifying emerging issues and concerns with individual projects.
- Ability to develop, plan, and manage multiple projects and tasks simultaneously in various stages of project development or implementation and maintain schedules associated with them. Skill using databases.
- Excellent written and verbal skills; ability to write clearly and persuasively.
- Strong interpersonal skills.
- Experience building collaborative partnerships working with a variety of viewpoints and diverse interests, as well as diverse populations and underserved communities, including communities of color and communities of limited income.
- Ability to represent the organization on committees, at meetings or conferences, and with the public.

POSITION SPECIFIC KNOWLEDGE AND SKILLS

- Knowledge of current theory, practices, principles, and technological developments of habitat protection, water quality, and ecosystem monitoring. Knowledge of laws, procedures, regulations, and permitting requirements associated with restoration projects and monitoring programs in Oregon and Washington.
- Knowledge of federal and state water quality, natural resource, and endangered species processes and actions. Examples include the Clean Water Act, ESA, NOAA Estuary Module, the Oregon and Washington State Salmon Recovery Plans, and the 2008 Federal Columbia River Power System Biological Opinion.
- Familiarity with GIS and database tools.
- Skill coordinating complex monitoring projects and programs for toxic and conventional pollutants and habitat and fish monitoring for ecosystem condition.
- Ability to engage with partners in monitoring programs and explain information, policies, regulations, decisions, or actions to a wide variety of audiences.
- Ability to analyze monitoring data.
- Ability to analyze complex information and data.

ORGANIZATION STANDARDS OF PERFORMANCE

- Support and carry out Estuary Partnership ethics; place the river and public trust at the forefront.
- Adapt and continually improve.
- Exhibit positive attitude and high level of professionalism.
- Provide exceptional service internally and externally.
- Include diverse populations and underserved communities, including communities of color and communities of limited income, to improve racial, gender, and cultural responsiveness when working with colleagues and partners and in carrying out job duties and responsibilities.