

## Research Scientist

**Salary Range:** \$46,500 – \$66,500, Full Time Equivalent

**Job Classification:** Regular, Exempt

**Minimum Hours Required:** 36 Hours Per Week

**Supervisor:** Senior Scientist

**Location:** Hybrid remote and in person Portland, Oregon. Regular travel and on-location fieldwork required for this position.

### OVERVIEW

*The Estuary Partnership has a well-established ecosystem monitoring, action effectiveness monitoring, and restoration programs. Under our Ecosystem Monitoring Program, we collect habitat structure, hydrology, fish, food web, and abiotic condition data annually at five relatively undisturbed emergent marsh habitats of the lower Columbia River. Under our Action Effectiveness Monitoring Program, we collect a subset of similar metrics that allow us to assess the effectiveness of habitat restoration actions. Under our Restoration Program we collect site condition data to use in hydrologic and ecological functions models to assess the feasibility of various restoration design scenarios. These programs started in 2003 and have expanded and evolved in that time to nine science team staff with diverse educational and professional backgrounds and experiences. Our team works with multiple top-notch academic and public agency researchers to ensure state-of-the-art scientific methods.*

### POSITION SUMMARY

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

This position develops and implements ecosystem condition status and trends, habitat, fish, water quality, toxics, invasive species, and habitat restoration action effectiveness monitoring projects. Employees in this position work with a fair degree of independence and maintain regular communication with their supervisor and members of the Science Team.

All Estuary Partnership employees build and strengthen partnerships and foster collaboration with a variety of viewpoints and diverse interests to serve all communities and give people parity and equal engagement with and in the protection of natural resources.

This position is based in the Estuary Partnership with work regularly taking place in a field setting that requires regular travel throughout the Estuary Partnership study area. It requires occasional early morning starts and some weekend availability (Saturday). Field work occurs in wetlands or on the river, in various weather conditions, and includes navigating difficult terrain on foot and carrying field gear to monitoring sites. (Training, including safety training and wilderness first aid training are provided by the Estuary Partnership.)

### REQUIRED EXPERIENCE AND KNOWLEDGE

- One or more years of professional experience with water quality, fish or ecosystem monitoring, statistics, data analysis, and scientific writing. A master's degree or graduate coursework in a related field can be included as experience. A Bachelor's degree in a related field is required.
- Understanding of and working familiarity with natural resource or watershed management in one of the following fields: hydrology, water quality, marine sciences, biology, or habitat conservation.
- Collecting and analyzing field data and applying analytical approaches to evaluate ecosystem conditions, fish use, and site conditions.
- Using and manipulating statistics software; sample design; and collecting, managing, and analyzing data; reporting results and methodologies.
- Working collaboratively.
- Strong written and verbal communication skills.

### ESSENTIAL DUTIES

- Complete assigned work, implement tasks in annual workplan and meet deadlines, adhere to organization policies and procedures, and respond to feedback from supervisor.

- Communicate regularly with supervisor on development and delivery of programs.
- Collect, analyze, and manage field data and apply analytical approaches to evaluate individual site and ecosystem conditions and fish use.
- Manage and track multiple projects and tasks simultaneously; complete tasks according to schedules and meet project objectives.
- Work with monitoring subcontractors, provide quality assurance of the data collected, coordinate delivery and dissemination of monitoring data.
- Write project reports and updates, technical documents, disseminate program or project information, and make presentations on project or program information.

#### **RELATED DUTIES**

- Participate in 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.
- Keep current on scientific literature related to estuaries, monitoring, restoration, and conservation, biology, and emerging technology related to GIS, data management, and other natural resource management tools to keep programming relevant.
- Identify potential grant opportunities, provide information to supervisor and the Community Relations Manager. Draft components of grant applications, develop scopes of work, project reports, and other documents, and provide cost estimates for supervisor and Executive Director budget development. Communicate with supervisor and Community Relations Managers as grant proposals are developed to ensure internal processes are followed and deadlines met for timely and complete submission.
- Identify barriers for underserved community members and programming to help remove barriers.
- Coordinate with regional monitoring partners. Build relationships with the USACE, BPA, NOAA, diking districts, watershed councils, consultants, contractors, restoration practitioners, landowners, and others involved in the lower Columbia River to enhance regional collaboration and advance regional monitoring.
- Participate in all-staff meetings.
- 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, conferences, and workshops and in other public settings.
- Other related duties as assigned.

#### **ORGANIZATION STANDARDS OF PERFORMANCE**

- Place the river and public trust at the forefront. Support and promote the mission and work of the Estuary Partnership. Be familiar with the activities of all Estuary Partnership program areas, the lower Columbia River and the National Estuary Program, natural resource protection, and community programming.
- Include diverse and underserved communities, such as communities of color, Indigenous people, and low-income communities, to improve racial, gender, and cultural responsiveness when working with colleagues and partners and in carrying out job duties and responsibilities.
- Cultivate a positive work ethic and inclusive work environment. Exhibit a positive attitude and high level of professionalism. Support Estuary Partnership employees, Board members, volunteers, and partners.
- Provide exceptional service, internally and externally. Adapt and continually improve.
- Attend work regularly and on time.