

POSITION AVAILABLE
PLEASE POST

SAN FRANCISCO BAY JOINT VENTURE SCIENCE COORDINATOR

The San Francisco Bay Joint Venture (SFBJV) seeks a scientist to provide coordination for the SFBJV Management Board, Restoration Committee, and science partners in support of the SFBJV habitat protection, restoration, monitoring, and evaluation goals, as identified in *Restoring the Estuary*, the implementation plan of the SFBJV as well as goals established in the state federal bird conservation plans.

The successful candidate will have a working knowledge of San Francisco Bay habitats, a strong biological foundation in wetlands ecosystem function and/or management, and knowledge of waterfowl and other water bird populations. The successful candidate should be familiar with avian monitoring protocols as well as regulatory processes in wetland and riparian systems supporting endangered species. The position requires strong communication skills and the ability to work with a dedicated team of environmental professionals.

The initial focus will be to coordinate the development of a monitoring and evaluation (M&E) plan to: 1) recommend protocols to measure biological response to habitat changes at the project level and estuary-wide, 2) apply the results to establish or refine habitat objectives over relevant time periods and geographic scales, 3) analyze and apply the results to evaluate the success of JV projects toward meeting established JV goals, 4) assess net landscape change as a result of SFBJV partner projects, and 5) link data and information for target species to continental populations and goals for target species.

Other priority responsibilities will be to identify and prioritize applied research and other studies, and interpret how they should guide restoration planning and management throughout the SFBJV region.

The Science Coordinator will lead the process to update the SFBJV Implementation Plan.

BACKGROUND

The SFBJV was established in 1996, to implement the *2004 North American Waterfowl Management Plan – Strengthening the Biological Foundation* and the *2004 NAWMP Implementation Framework* to “maintain and enhance the habitat values of areas identified as internationally significant to waterfowl.” The SFBJV works through its members and other partners to complete on-the-ground habitat protection and restoration projects that benefit birds and other wetland-dependent wildlife throughout the geographic region of the SFBJV.

The SFBJV Restoration Committee implements habitat goals in the SFBJV Implementation Strategy, *Restoring the Estuary (2001)*. The goals were developed by a team of scientists with expertise in wetland and riparian ecosystems and associated species. As the SFBJV implements its strategy, it is imperative that new scientific information is incorporated into SFBJV priorities and communicated to project and resource managers. The Science Coordinator will ensure that the SFBJV science program establishes a scientific framework to accomplish the habitat goals established in *Restoring the Estuary*.

THE SF BAY JV SCIENCE PROGRAM MAJOR DUTIES

The Science Coordinator will be responsible for coordinating a science program that includes the following components and responsibilities:

- 1) Formalize a SFBJV Science Sub-committee of the Restoration Committee. The exact structure of this sub-committee will be determined.
- 2) Represent the scientific perspective of SFBJV efforts to the Management Board and SFBJV

partners, including scientists, project managers, resource professionals.

- 3) Ensure SFBJV representation with the North American Waterfowl Management Plan and other planning efforts programs as identified.
- 4) Coordinate the efforts of regional scientists to develop the M&E plan as described above to assess and guide the progress of the SFBJV in meeting population and habitat goals specified in the SFBJV Implementation Strategy, North American Waterfowl Management Plan and other state and federal bird conservation plans. Facilitate implementation of the M&E plan.
- 5) Coordinate updates and revisions to the SFBJV Implementation Plan.
- 6) Strengthen biological review of JV projects as necessary in preparation for funding decisions and implementation; advise partners on the status of existing and planned habitats and focal species within a regional or landscape scale to be considered for restoration planning, and participate in the SFBJV project Design Review Program.
- 7) Address the biological reporting needs and implications of SFBJV habitat and restoration protection programs for regional and continental assessments. Based upon assessment outcomes, examine the status of existing and planned habitats and focal species within a regional or landscape scale and provide recommendations to partners for consideration in project planning, management, and evaluation.
- 8) Participate in the programs of the California Landscape Conservation Cooperative (LCC), communicating SFBJV science priorities and working to ensure that LCC products address the priorities.

Other Responsibilities of the Science Coordinator will include:

- 1) Under the direction of the SFBJV Management Board and Coordinators, determine whether needed tasks and products are best accomplished by the Science Coordinator, the science committee, or outside experts.
- 2) Collaborate with the SFBJV coordinators and key partners to ensure that biological research and monitoring data is effectively incorporated into and/or linked to the SFBJV Habitat Project Tracking System. Oversee analysis of such data within the SFBJV database to develop recommendations to the Management Board and Restoration Committee for their consideration in future habitat acquisition, restoration, enhancement and management. Identify additional data that should be included for projects in the SFBJV Habitat Project Tracking System.
- 3) Coordinate training sessions in biological monitoring for JV partners and promote standardized monitoring across JV related projects as identified in the M&E plan.
- 4) Complete biological components of US Fish and Wildlife Service reporting and other requests for information.
- 5) Establish and maintain liaisons with research specialists and appropriate science efforts to develop techniques and methods related to habitat management, monitoring and evaluation, and to exchange information relevant to habitat species population planning, including the South Bay Salt Pond Project, Science Team, and Technical Advisory Committee.
- 8) Routinely evaluate and modify Science Sub-committee and Science Coordinator responsibilities.

QUALIFICATIONS AND KNOWLEDGE REQUIRED

The Science Coordinator will demonstrate the following qualifications:

Essential:

- A Masters degree or Ph.D in biology, geography, ecology, ornithology, environmental

science, resource management, conservation biology, or a related field, with emphasis on wetland or estuarine ecology, *and/or* habitat restoration and management. Experience may substitute in part or whole for an advanced degree.

- Demonstrated knowledge of scientific research, monitoring protocols and evaluation.
- Working knowledge of San Francisco Bay habitats and biological foundation in wetlands ecosystem function and/or management,
- Knowledge of state and federal regulations affecting wetlands and endangered species as well as regulations and policies of local governments and organizations.
- Proven ability to develop and maintain effective working relationships with other scientists and leaders of diverse public and private interest groups.
- Experience in planning and facilitating meetings.
- Communication skills in public speaking and writing to communicate technical information to scientific professionals, the general public and to serve as a spokesperson for the SFBJV.

Desirable demonstrated experience and knowledge:

- Knowledge and familiarity of San Francisco Bay Area wetlands protection, restoration and enhancement issues;
- Knowledge of GIS data management.
- Expert and authoritative professional knowledge of biology, geology and geography, and hydrology in order to coordinate and direct integrated scientific studies.
- Knowledge of the variety of issues such as water quality, conservation, geology, and ecology to be considered in planning and conducting research in the San Francisco Bay wetlands of the region.
- Grant writing and fund raising experience.

REPORTING

The Science Coordinator receives day-to-day direction, assignments, and oversight from the SFBJV Coordinator with ultimate responsibility to the Management Board of the SFBJV. The Science Coordinator will be responsible to the Science sub-committee and Restoration Committee. The Science Coordinator will be expected to coordinate a work schedule with other SFBJV contractors in accordance with committee, Management Board, and other meetings and responsibilities.

COMPENSATION AND CONTRACTUAL INFORMATION

The Science Coordinator will be retained as an independent contractor. The Science Coordinator will be compensated to approximate the equivalent of a federal GS-12 level, depending upon education and experience, and will be paid on an hourly basis for up to 1880 hours annually. This position does not include benefits. Certain approved direct expenditures incurred with project activities will be reimbursed. Basic funding for the Science Coordinator position and program operations as approved in the annual SFBJV budget process is provided through congressional appropriations to the US Fish & Wildlife Service and cooperative agreement to PRBO Conservation Science, which subcontracts to SFBJV Coordinator Beth Huning. Some funding will be through direct contracts or grant funds provided by SFBJV partners. The initial contract will be for 1 year with the potential for a long-term position. Location will be negotiated.

APPLICATION PROCESS

Equal Opportunity Employment. Applications must be received by C.O.B. on May 31, 2010. Please submit a resume or curriculum vitae, letter of application highlighting qualifications and relevant experience, two samples of published, peer-reviewed, or professional documents, and the names and contact information of three references familiar with your scientific research and abilities to:

Beth Huning, Coordinator
bhuning@sfbayjv.org
or by mail to

**San Francisco Bay Joint Venture
735 B Center Blvd.
Fairfax, CA 94930**