



## **Vacancy Announcement: New Position**

### **ASSISTANT SCIENTIST, MARINE PROTECTED AREAS MONITORING ENTERPRISE**

#### **Overview**

The Marine Protected Areas Monitoring Enterprise is seeking a creative, dedicated and skilled individual to become our new Assistant Scientist and to help develop a science-based, sustainable, and cost-effective approach to monitoring the statewide marine protected areas (MPA) network being established under the Marine Life Protection Act (MLPA). The Assistant Scientist will work with the Lead Scientist to collaborate with State agencies, researchers, stakeholders and others to plan and implement innovative, management-focused monitoring designed to assess MPA network performance against MLPA goals and facilitate adaptive management. The position will be based in Oakland, California, in the offices of the California Ocean Science Trust. Starting date is as soon as possible, preferably by March 1, 2010. Applications will be accepted until the position is filled. Review of applications will begin January 4, 2010. Salary will be commensurate with experience and is expected to be in the range of \$50,000 - \$65,000. Generous benefits (including medical, dental, vision, and retirement) are included in the full compensation package.

#### **Background**

The California Marine Life Protection Act (MLPA) requires the state to design and manage a network of marine protected areas (MPAs) to, among other goals, protect marine life and habitats, marine ecosystems, and marine natural heritage. The MLPA also requires monitoring of the statewide MPA network to ensure it meets MLPA goals and to facilitate adaptive MPA management. The MPA Monitoring Enterprise was created in 2007 under the auspices of the California Ocean Science Trust to help address this requirement.

The MPA Monitoring Enterprise collaborates with the state, researchers, stakeholders, and others to lead development of innovative approaches to MPA monitoring and evaluation that will meet MLPA requirements efficiently and cost-effectively. This requires answering fundamental questions such as what should be monitored, where, how, and how often. The Monitoring Enterprise's primary functions include: (1) advancing MPA monitoring science to increase the usefulness of monitoring for management; (2) developing a web-based information system that manages monitoring data and meets the information needs of diverse users; and (3) translating monitoring results into effective communication products for decision-makers, resource managers, stakeholders, and the public.

The Assistant Scientist will work with the Lead Scientist to implement the science program and lead development of effective MPA monitoring. The position provides an exciting opportunity to advance globally innovative monitoring approaches and to improve understanding and assessment of the nation's first statewide MPA network.

## **General Functions**

The Assistant Scientist will support the Lead Scientist in the development of monitoring plans for MPAs being implemented under MLPA, and in the design and launching of MPA baseline monitoring for new MPAs as they are established. This work involves close collaboration with the California Department of Fish and Game and other partners, and engagement with many diverse MPA stakeholders, scientists, and others. The focus is on developing science-based approaches to MPA monitoring that will meet MLPA requirements, be useful for management purposes, reflect stakeholder interests and priorities, and be feasible and cost-effective to implement.

The Assistant Scientist position requires an understanding of the relevant science and of management needs, as well as the ability to collaborate effectively with diverse partners.

## **Duties**

The Assistant Scientist will report to the Monitoring Enterprise Lead Scientist and will work with the Lead Scientist and other staff and consultants to assist in and support:

1. Developing MPA monitoring plans at the statewide and MLPA regional scales, in collaboration with the state, researchers, stakeholders, and others, and beginning with the South Coast region.
2. Developing MPA baseline monitoring programs, in collaboration with partners.
3. Consulting with agencies, researchers and stakeholders to incorporate the best available science into the monitoring plans and advance the efficiency and effectiveness for monitoring and assessing the performance of California's MPA network.
4. Identifying existing monitoring programs and data and developing approaches to incorporate existing information, expertise and capacity into MPA monitoring planning at the state and MLPA regional scales.
5. Identifying and meeting the information needs of key audiences for MPA monitoring data.
6. As requested, developing proposals and other products needed to help obtain funding to support the program of work, and report on progress and achievements.
7. As appropriate, developing Requests for Proposals and establishing collaborations with diverse partners who will conduct fieldwork, develop scientific syntheses of monitoring data, perform analyses, and accomplish other essential tasks.
8. Maintaining excellent staff-level working relationships and working in collaboration with the Department of Fish and Game and other key partners.

## **Qualifications**

### Skills and Attributes:

- Strategic, analytic, and synthetic abilities. Able to set clear objectives and timelines, establish and follow priorities, analyze and synthesize complex and disparate data, and distill critical information from diverse and detailed sources.
- Strong team player. Able to take on diverse tasks and play both supporting and leading roles as needed to achieve organizational goals.
- Ability to participate in collaborative processes and technical working groups to generate timely products, and to work effectively with diverse public and private partners.
- Outcome-driven with sound project management skills.
- Strong communication skills. Able to translate scientific and technical concepts and ideas across disciplines and between technical experts and more general audiences.

- Flexible thinker. Able to help build on existing tools and methods to develop and evaluate new ideas and approaches as needed to attain objectives.
- Strong, personal commitment to achieving the goals of the MLPA.
- Authorized to work in the U.S.

#### Knowledge and Experience:

- Ph.D. or Master's degree in marine ecology, natural resource management, or another relevant field required, and 2-4 years relevant experience strongly preferred.
- Understanding of ecosystem science and ecosystem-based approaches to resource conservation and management required. Familiarity with California's marine and coastal ecosystems preferred.
- Familiarity with approaches and techniques for monitoring ecosystem and resource conditions and implementing adaptive management required, ideally including in a temperate marine context.
- Experience with sampling designs and statistical power analyses strongly preferred.
- Familiarity with resource management policy an asset.
- Familiarity with social science and its application to ecosystem management and/or resource conservation an asset.
- Prior experience working in a variety of roles with a diverse group of stakeholders preferred.

#### **Location**

The position will be based in the offices of the California Ocean Science Trust, in Oakland, California. Travel within California and possibly elsewhere in the U.S. will be required.

#### **Start date**

The preferred start date is on or before March 1, 2010.

#### **Compensation**

This is a full-time, exempt, and at-will position. Starting salary will be commensurate with experience and is expected to be in the range of \$50,000 - \$65,000, exclusive of benefits. Benefits include medical, dental, and vision insurance, and a generous retirement plan.

#### **Application information**

Qualified applicants should apply via email to [mpamonitoring@calost.org](mailto:mpamonitoring@calost.org), using a subject line of Assistant Scientist. Please send a current curriculum vitae, and an application letter including: 1) an explanation of your interest in the position and how it fits with your long-term career goals; 2) a brief (1-2 page) statement of your qualifications and experience relative to the qualifications listed above, highlighting your most relevant skills and experience, and; 3) a brief (1 page, maximum) statement of what you believe will be the most challenging aspects of this position.

Review of applications will begin January 4, 2010. Applications will be accepted until the position is filled. Additional information on the MPA Monitoring Enterprise can be found at

[http://www.calost.org/monitoring\\_ent.html](http://www.calost.org/monitoring_ent.html).