



## Kelp Restoration Specialist (two positions open)

### Summary

Greater Farallones Association (GFA) seeks qualified candidates to fill two new Kelp Restoration Specialist positions for the Kelp Restoration Program, a joint initiative of GFA and [Greater Farallones National Marine Sanctuary](#) (GFNMS or sanctuary). The Kelp Restoration Specialists will be assigned complementary duties based on appropriate individual experience level and work in partnership with each other and the GFNMS Kelp Restoration Project Coordinator in project design, planning, implementation, and assessment of kelp restoration efforts in the sanctuary. These positions will participate in highly collaborative discussions with partners, including but not limited to GFNMS and Cordell Bank National Marine Sanctuary (CBNMS) staff, the State of California, researchers, fisherman, tribal representatives and nonprofits. Office space will be designated at either GFNMS headquarters on Crissy Field in San Francisco or CBNMS headquarters in Olema. While a government vehicle will typically be available at the GFNMS or CBNMS office for field operations, each specialist must have a personal vehicle for travel to the office and, when needed, for field work. Mileage is reimbursed at standard federal rates. All field operations will be conducted along the Marin, Sonoma and Mendocino counties coastline from shore or at sea. The project is funded through September 2023.

### Background

GFA is a nonprofit organization working in close partnership with the National Oceanic and Atmospheric Administration (NOAA) to conserve the ecosystems of the Greater Farallones and Cordell Bank national marine sanctuaries, a combined protected area of more than 4,581 square miles off the northern and central California coast. The waters within the sanctuaries are part of a nationally significant marine ecosystem. Encompassing a diversity of highly productive marine habitats, the sanctuaries support an abundance of species. Prior to extensive kelp forest loss in 2014, GFNMS historically supported vibrant kelp forest ecosystems home to thousands of marine species.

GFA aims to foster inclusivity, justice, and equity within the workplace and in our collaborations with partners, and in the broader field of marine sciences and policy. All GFA staff members are expected to help identify and address justice, equity, and inclusion issues within the organization and in our relationships with those we serve.

The Kelp Restoration Program is a joint initiative of GFA and GFNMS, established to address the severe loss of kelp forests on the northern California coastline. The goal of this program is to identify kelp forest restoration, research, and monitoring priorities aligned with NOAA science needs and implement priority strategies for kelp forest restoration and monitoring.

## Scope of Work

The Kelp Restoration Specialists may be assigned any duties associated with the Kelp Restoration Program based on individual experience level appropriate for each position, including assisting with project development and evaluation, data management and analysis, scientific diving, operating NOAA small boats, driving NOAA vehicles from GFNMS and CBNMS headquarters in San Francisco and Point Reyes to field sites, operating uncrewed aerial systems (UAS), organizing, unpacking, assembling and breaking down equipment, and contributing to summary reports and publications.

Specific duties may include:

- Contributing towards restoration project design and field planning, including identifying and implementing novel kelp restoration techniques and streamlined methods for monitoring and assessment, and identifying opportunities for research projects that meet GFNMS science needs on kelp forest restoration.
- Conducting field operations aboard a NOAA research vessel, a NOAA small boat, and from the coast/shoreline, including utilizing PISCO protocols for field surveys, ensuring NOAA diving safety standards are met, conducting UAS surveys and maintaining equipment.
- Collaborating closely with project partners, including federal, state, tribal, academic, nonprofit and fishers.
- Managing extensive data sets.
- Participating in organizational and professional development activities, including exploring and addressing justice and inclusion at GFA and in our partnerships.
- Other duties as assigned.

## Required Qualifications

- B.S. in biological sciences, marine science, ecology or related fields.
- Knowledge of kelp forest community structure and species.
- Experience with scientific diving and task loading in cold water.
- Experience in conducting monitoring and/or research in the marine environment.
- Possess the following certifications or **be willing and able to obtain them upon hire**:
  - NOAA Diver Certification (NDC), which includes Adult CPR and FA, Emergency Oxygen Administration, Diving Certifications (Open Water, Advanced Open Water, Rescue Diver) from a nationally recognized agency, and at least 30 additional dives beyond training. Previous or active AAUS scientific diver certification highly desired.
  - Motorboat Operator Training Course (MOTC or MOCC)
  - NOAA Small Boat Component Course.
  - Partnership for Interdisciplinary Studies of Coastal Oceans (PISCO) methods and protocols.
  - FAA part 107 Small UAS Remote Pilot Certificate.
  - CLC Defensive Driving Class to drive government vehicles.
  - Other required training may include anti-bias sexual harassment courses.
- Excellent organizational skills and ability to coordinate field operations and logistics.
- Excellent in-person and written communication skills.

- A valid driver license, access to a reliable personal motor vehicle, and proof of auto insurance; ability and flexibility to travel as needed to field sites and vessel launch areas in Marin, Sonoma and Mendocino counties when GSA vehicles are not available.
- Ability to lift and carry up to 50 pounds while hiking on uneven and steep terrain for up to a mile, work aboard a research vessel for multiple days at a time, and conduct work in inclement weather.
- Proficiency with Google Drive, Microsoft Suite and database software.
- Pass a federal background check to obtain a DoD Common Access Card for access to federal buildings, vehicles, and computer networks and systems.

### **Desired Experience**

- Advanced degree in a relevant field.
- Diving in kelp forests along the northern California coast or similar nearshore environment.
- Working on research vessels for multiple days at a time.
- Operating small boats and drones; knowledge of applicable regulations and best practices.
- Designing and conducting marine restoration projects.
- Proficiency with quantitative data analysis and statistical software.
- Knowledge of seabird and marine mammals species of northern California.

### **Schedule and Office Setting**

These positions are highly dynamic, physically demanding and heavily field-based. The Kelp Restoration Specialists will have a designated office space at either GFNMS or CBNMS headquarters in San Francisco or Olema respectively, where they may work in-person up to five days a week, with the ability to work remotely. Field operations will be dynamic and intensive during the summer and fall, with the Kelp Restoration Specialists on call to be in the field when weather and conditions allow, including early mornings, evenings and weekends. The Kelp Restoration Specialists will have weekly meetings, either in-person or virtual, with the Kelp Restoration Project Coordinator and partners as needed.

Deadline to apply: May 28

Desired start date: July 18

### **Employee Status and Benefits**

These are full-time staff positions with Greater Farallones Association, paid at \$27-29 per hour depending on experience, with paid medical and dental benefits. The positions are eligible for holidays, vacation and sick time accruals.

How to apply: To apply, please send your resume, a brief cover letter, and three references (all in a single PDF) to [kelpjobs@farallones.org](mailto:kelpjobs@farallones.org). Your cover letter should describe your experience with scientific diving and related field operations, and marine restoration and conservation projects. Applications will be accepted until May 28, and reviewed promptly, with a desired start date of July 18 or sooner.