



POSITION DESCRIPTION

Estuary Science & Restoration Coordinator

Hiring Statement

The Delaware Center for the Inland Bays invites applications for its Estuary Science & Restoration Coordinator who will lead research, monitoring, and aquatic ecosystem restoration efforts in accordance with the Comprehensive Conservation and Management Plan for the Inland Bays. The Center is a private non-profit organization located at the Indian River Inlet in Delaware Seashore State Park near Rehoboth Beach, Delaware. The Center is a community-collaborative National Estuary Program that has successfully worked in partnership to protect and restore the Inland Bays since 1994. This is a full time position with salary dependent on candidate background and skills. This position will remain open until an appropriate candidate is selected.

Qualifications

A doctorate in natural resource or watershed management, ecology, biology, hydrogeology, marine science, or a related field is preferred. A Master's degree in any of the above disciplines is the minimum degree requirement. Four years of experience building and coordinating teams to fund, design, conduct, and synthesize environmental research or monitoring. Two years of experience participating in teams to identify, design and implement water quality and/or habitat restoration or demonstration projects. Two years of experience supervising employees and managing grant recipients, contractors, and volunteers. Experience managing complex or multiple projects, including managing finances and coordinating the work of other professionals. The candidate must possess excellent communication skills, a demonstrated proficiency in the communication of technical information to the general public, and strong interpersonal skills. Experience with partnership development, GIS, and negotiation is preferred.

General Description of the Position

The Estuary Science & Restoration Coordinator (ES&RC) works under the supervision of the Executive Director and collaborates with all Center staff. The ES&RC is an experienced leader and manager who furthers the Center as a regional leader in the field of estuarine research and restoration. The ES&RC supports the Center's key role as the honest broker of information about the Inland Bays to the general public and

decision makers. The ES&RC manages direct reports and leads teams of staff, partners, contractors, and volunteers to plan, fund, and implement a research and restoration project agenda to support the Comprehensive Conservation and Management Plan for the Inland Bays. The ES&RC is responsible for supervising and coordinating staff, partners, and volunteers to develop and implement a watershed monitoring plan and report on the status and trends of the Inland Bays and their watershed in a manner understandable to both technical audiences and the general public (e.g. State of the Bays reports). The knowledge developed and communicated by the position is often used to change public policy.

The ES&RC also develops and oversees the implementation of partner-based plans to restore estuarine ecosystems such as baygrass meadows, oyster reefs, and saltmarshes. The ES&RC develops and implements monitoring projects to determine the effectiveness of best management practices for water quality and ecosystem restoration efforts. The ES&RC develops and maintains partnership networks with grantors, university scientists, resources managers, and other environmental organizations; and assists in the planning and coordination of the activities of the Inland Bays Scientific & Technical Advisory Committee.

Principal Duties and Responsibilities

- Works with a high degree of independence, while communicating and strategizing regularly with the Executive Director. Works in a collaborative team environment with education, outreach, marketing, development, and policy staff.
- Manages staff, contractors, and volunteers across multiple functions. Builds a positive, collaborative and results-driven culture while developing other professional staff. Initially, the ES&RC will manage one-half of a full time employee and two volunteer monitoring program managers, and is expected to increase staff capacity.
- Designs multi-year science, monitoring, and restoration strategies and ensures timely accomplishment of results including supporting changes in public policy.
- Writes grant applications for project funding and works with staff to develop private funding for science and restoration initiatives.
- Builds and maintains relationship networks with universities, and partner/agency scientists that ensure information exchange, collaborative research and restoration strategy implementation.
- Leads multi-organizational teams to develop and implement an environmental monitoring plan for the Inland Bays. Leads the analysis and synthesis of resulting data to create State of the Bays Reports based on environmental indicators.
- Leads multi-organizational teams to develop science-based restoration plans for ecosystems such as bay grass meadows, oyster reefs, and saltmarshes.
- Designs and oversees research and restoration projects including monitoring of restoration project success and Quality Assurance Plans for research projects.
- Keeps current on scientific literature related to estuaries, monitoring, restoration, and conservation and publishes research results.

- Effectively communicates and reports on complex scientific data and results to multiple audiences including: staff, technical groups, and decision makers.
- Serves as the staff liaison to the CIB Scientific and Technical Advisory Committee, and serves on local, regional, and national committees and workgroups related to estuarine science and restoration.

Knowledge, Skills, and Abilities

- Knowledge of current theory, practices, principles and technological developments of watershed and estuarine science and restoration.
- General knowledge of laws and permitting requirements associated with restoration projects and environmental monitoring.
- Knowledge and skills with ecosystem restoration project implementation from location prioritization to conceptual design to implementation to monitoring through marketing of project success.
- Knowledge of leadership techniques and the ability to build and effectively motivate multi-organizational teams to achieve common objectives.
- Ability to establish and maintain professional networks to accomplish goals.
- Skill in project and grant management.
- Skill in developing and carrying out complex budgets.
- Skill in adapting to changes in workload.
- Skill working with a variety of viewpoints and diverse interests using negotiation.
- Skill working in a service oriented team environment with understanding of roles and responsibilities of team members.
- Strong verbal communications skills and demonstrated ability to write clearly and persuasively. Strong oral presentation skills including the ability to persuade and inspire an audience.
- Strong capacity to continue to learn and train in professional proficiencies from management to learning new workplace technologies.
- Skill in using databases for analysis and reporting.
- Working familiarity with GIS.
- Ability to work in estuarine environments and in small boats.

Application

Please submit, as a single PDF document, a cover letter, curriculum vitae, three references with contact information, and an example of a successful grant application to:

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