



JOB ANNOUNCEMENT

Coastal Adaptation Program Director

The Bay Foundation, (TBF) is an environmental nonprofit organization that works with broad partnerships to enhance and restore ecological condition along coastal Los Angeles County, and more broadly on the West Coast. Our efforts have an expressed focus on increasing resilience to climate change and improving equitable access to coastal assets. Our projects involve the restoration of dunes, upland habitats, coastal wetlands, kelp forests, offshore eelgrass, and abalone. TBF engages the community through volunteerism and outreach to support these projects. Other engagement focuses on water quality improvement, water availability, environmental justice, and reduction of single use plastic.

TBF works with the Santa Monica Bay Restoration Commission to further the goals of the Santa Monica Bay National Estuary Program, (SMBNEP) via the step wise advancement of the SMBNEP's Comprehensive Conservation and Management Plan. To further the research needs of the SMBNEP, since 2017, TBF and Seaver College of Science and Engineering have shared the direction of the Coastal Research Institute at Loyola Marymount University.

TBF's Coastal Adaptation Program Director will play a central role in the strategic development and implementation of coastal resilience projects along the iconic coastline of Los Angeles County.

TBF is looking for an experienced professional to join our team of scientist-communicators to provide excellent services to the inhabitants, coast, and watershed of Santa Monica Bay. TBF provides a hybrid work environment, benefits, PTO, and flexible schedules. Our offices are located on the Westchester campus of Loyola Marymount University, in Los Angeles California.

TBF is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to sex, race, color, religion, national origin, citizenship, ancestry, age, marital status, physical or mental disability, medical condition, genetic information, pregnancy or perceived pregnancy, gender, gender identity, gender expression, sexual orientation, protected military or veteran status or any other characteristic or condition protected by federal, state, or local law.

Essential Responsibilities

- Ability to work in a fast-paced, time-sensitive environment
- Ability to self-direct yet thrive as a team to manage simultaneous projects, partnerships, deadlines, and cross-programmatic contributions to achieve and further TBF objectives.
- Work respectfully, effectively, and impactfully with coworkers and project partners
- Implement coastal adaptation projects
 - Lead/Support design, permitting, grant writing, restoration field work, monitoring, and reporting
 - Lead/Support research and authorship of technical documents
 - Lead/Support budget development, tracking, and invoicing

To restore and enhance Santa Monica Bay through actions and partnerships that improve water quality, conserve and rehabilitate natural resources, and protect the Bay's benefits and values.

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- Support and coordinate subcontracting/subcontractors
- Oversee and Conduct outreach and community engagement
- Supervise and manage staff in the field and in office environments, ensure staff are meeting job expectations, give productive feedback, and maintain engaged and positive team dynamics
- Support TBF operations via participation in internal management meetings and cross-programmatic committees, as well as external stakeholder meetings
- Contribute to organization documents and reports
- Adherence to internal and externally identified deadlines
- Adherence to financial tracking and record keeping
- Present project findings through a variety of forms e.g., presentations, summaries, social media, and web
- Constructively engage with project partners across various sectors including scientists, resource managers, stakeholders, students, and the public
- Direct and manage use of field equipment, e.g., deployment, calibration, maintenance, inventory

Basic Qualifications

- Experience in project management, public outreach and resource management
- Experience working with interdisciplinary academic, government, and applied scientists
- A minimum of 5 years of professional experience in coastal ecology, natural resource conservation, or ecological restoration
- Advanced degree in biology, ecology, environmental science, or closely related field
- Excellent written and oral communication skills
- Proficiency in field-based data collection
- Experience in data management
- Strong analytical and statistical skills and a demonstrated proficiency in experimental design
- Proficient data analysis and programming using R, SAS, Python, or similar language
- Possess a California driver's license and access to a reliable automobile (with a minimum, liability insurance)

Preferred Qualifications

- Expertise in beach ecology, dune ecology, plant biology, and coastal processes
- Experience with contemporary coastal resilience practices
- Experience using Geographical Information Systems (GIS) to develop maps, spatially analyze ecological data, track and report project activities.

Considerations

- TBF functions in a team based constructive work environment
- Ability to be flexible within the work environment and scope of responsibility
- Field work is conducted in a variety of habitats and locations
- Field days may involve long hours and extended transit
- Field work may involve challenging weather conditions
- Must value scientific integrity
- Representation of self and TBF in a highly professional manner



Physical Requirements

- Physical presence in Los Angeles County and ability to transport self and equipment to field sites and TBF office
- Ability to perform manual physical labor (e.g. vegetation removal, digging, hammering, use of some power tools)
- Other physical demands may include, but a not limited to, standing for long periods of time, squatting, twisting, bending, moving on uneven ground, and lifting/moving heavy objects up to fifty pounds
- Ability to work outdoors in all types of weather conditions.
- Ability to work weekends, as required to meet the needs of monitoring schedules, volunteer events, and other public engagements.

Compensation

This is an exempt salaried position with management responsibilities, starting salary range at \$80,000. The Bay Foundation offers a competitive compensation package that includes salary, health insurance benefits (medical, dental and vision options), paid holidays, paid time off (PTO), 401k retirement benefits, training, and growth opportunities.

COVID-19 Vaccination Status

Prospective new staff is required to provide proof of vaccination or request a waiver as a condition of their offer of employment.

Position is open immediately. Applications will be accepted until position is filled.

How to Apply

Please email the application to:

Heather Burdick, Director of Programs hburdick@santamonicabay.org with the subject title "Coastal Adaptation Program Director Application"

Applications must include a cover letter, resume/CV, three professional references, and a technical writing sample. Incomplete applications will not be reviewed.