



POSITION DESCRIPTION

Richardson Bay Ecologist, San Francisco Bay, Audubon California

The mission of Audubon California is to conserve and restore California's natural ecosystems, focusing on birds, other wildlife, and their habitats for the benefit of humanity and the earth's biological diversity. By connecting people with nature, Audubon California will be a leader in creating a powerful California voice for the environment, deeply rooted in and broadly drawn from all parts of our population.

The San Francisco Bay Estuary is among the most significant shorebird and waterbird sites in North America. It is an Important Bird Area (IBA) of global significance providing provides critical breeding, wintering and stopping grounds for over 70 percent of the migratory birds of the Pacific Flyway. Audubon California has a significant presence on San Francisco Bay through its long-term lease of 900 acres of subtidal lands in Richardson Bay (north of San Francisco).

In the past several years Audubon has partnered with National Oceanic and Atmospheric Administration (NOAA), San Francisco State University and USGS to undertake restoration of subtidal habitat and initiating systematic winter water bird surveys. Audubon is seeking to expand the restoration and monitoring activities at Richardson Bay to restore tidal marsh habitat and terrestrial habitat in the Audubon Sanctuary, as well as partner with Audubon Chapters and others to restore tidal marsh and subtidal habitat at other sites in San Francisco Bay to enhance habitat for birds.

Summary of Position

The Richardson Bay Ecologist will be responsible for working with public and private partners to oversee all restoration and monitoring activities for Richardson Bay (70%). In addition, the Ecologist will work with partners to identify and implement additional restoration projects around San Francisco Bay, and seek ways to engage Audubon chapters in these projects (30%).

It is expected that the Ecologist will work with established teams of public and private partners involved in San Francisco Bay, be willing to speak on behalf of Audubon, be a public advocate for San Francisco Bay, in collaboration with our San Francisco Important Bird Area Coordinator, as well as help secure long-term private and public funding for the restoration of subtidal and intertidal ecosystems in San Francisco Bay.

The Ecologist will be located at the Richardson Bay Audubon Center, and will report to the Richardson Bay Audubon Center & Sanctuary Director. The Ecologist will be an integrated

member of the Sanctuary team, working with Sanctuary Manager on bird monitoring, and working closely with education staff to ensure a strong link between restoration projects and educational programs.

In addition, the Ecologist will be expected to work with Sanctuary and State staff to frame science work around the Bay within the mission of Audubon California (e.g., translating the impacts of estuary work on birds and other wildlife). Some wetlands where this work has begun include Blackie's Pasture in Tiburon, Arambaru Island in Strawberry, and Tubbs Island in San Pablo Bay.

This is a *two-year position* and will be extended if additional funds can be secured.

Primary Duties

Update and implement the Conservation Action Plan (CAP) for Richardson Bay, focused on our Sanctuary. Work with the our Center and Sanctuary Director and staff to advance a conservation vision for Richardson Bay; work closely with educational staff to link restoration with the educational programs at the Center.

Work with Center and Sanctuary Director and Manager as an active voice for the protection of Richardson Bay as an Important Bird Area.

Participate in the design, implementation and monitoring of scientifically-based restoration of subtidal (particularly eelgrass and native oysters) and tidal ecosystems in Richardson Bay.

Oversee bird monitoring projects at the Richardson Bay Sanctuary, and time allowing, San Francisco IBA.

Work with Audubon California's Important Bird Area Program to identify and implement priority restoration projects to enhance the value of San Francisco Bay for migratory and resident birds.

Collaborate with public, academic and private partners on habitat related research in Richardson, San Pablo and San Francisco Bays. Write reports and scientific papers that analyze and interpret results, and present findings to managers, scientists, activists and the public.

In collaboration with the Research Coordinator at the National Estuarine Research Reserve, review permit applications and regulate the use of Richardson Bay and Audubon's intertidal and upland properties for research and other activities.

Help secure private and public funding to support science-based restoration in Richardson Bay, and as time allows, other key sites around the bay.

Increase public awareness of the importance of restoring the San Francisco Bay estuary for birds and other wildlife.

Work with Audubon CA's Director of Finance on the administration of grants and contracts, ensuring that reports are submitted in a timely fashion.

Assist and support other science staff with Audubon California as needed and communicate and interact with a broad public audience several times per year.

Requirements:

A minimum of a Master's degree in ecology with at least 4 years of professional research in marine or stream ecology and significant restoration experience in riparian, wetlands, or estuarine habitats. Experience in ornithology or education preferred.

Candidates should possess knowledge of Pacific coast riparian, estuarine, and coastal ecosystems, monitoring methods for specific habitat types or resources, and life histories and habitat requirements of estuarine/marine organisms. Familiarity with the San Francisco Bay Estuary subtidal systems, particularly native oysters and eelgrass, and/or the ecology of salt marshes is desirable. Knowledge of San Francisco region birds is a plus.

Candidates should have strong oral and written communication skills (including the ability to communicate clearly with non-scientists) and be a team player.

Willingness to do field work. Willingness to travel throughout the San Francisco Bay area is a must. Experience snorkeling, scuba certification and small boat handling are preferable.

Excited to collaborate with education staff on programming in order to build an educated local constituency for Bay conservation and restoration.

Good organizational skills, demonstrated initiative, flexibility, creativity, sound judgment and a positive attitude.

Comfort in using PC-based computers and related programs.

Commitment to Audubon California's mission.

To Apply:

Please send a cover letter and resume electronically to Brooke Langston
blangston@audubon.org

If unable to send electronically, please send to:

Brooke Langston
Director, Richardson Bay Center & Sanctuary
376 Greenwood Beach Rd.
Tiburon, CA 94920

Audubon promotes a diverse workplace and is an equal opportunity employer. It is the policy of the National Audubon Society to employ the person best qualified for the job regardless of race, color, religion, age, sex, sexual orientation, national origin, disability (handicap) or marital status.