POSITION DESCRIPTION: Postdoctoral Scientist

Conservation Science Partners (CSP; csp-inc.org) is seeking a Postdoctoral Scientist to provide analytical and client relations support for a sagebrush biome conservation project, in collaboration with partners in the U.S. Fish & Wildlife Service.

About: Conservation Science Partners (CSP) is a dynamic 501(c)(3) nonprofit established in 2012 to meet the analytical and research needs of diverse stakeholders in achieving conservation and protection of the natural world. Our mission is to apply human ingenuity to the preservation of species, populations, and ecosystems using scientific principles, innovative approaches, and lasting partnerships with conservation practitioners. We connect the best minds in conservation science to solve problems in a way that is comprehensive, flexible, and service-oriented. CSP works in the complex and fast-paced nonprofit realm using tools that include data science and advanced analytics; risk analysis and climate change vulnerability analyses; species and habitat modeling; and wildlife and ecological connectivity analysis to identify solutions through land and water use, designating protected areas, and advancing social and environmental justice. We are a recognized leader in the development of data, models, and maps to convey the status of and change to natural systems and human impacts on the environment. Core clients and partners include federal agencies, foundations, environmentally progressive businesses, and other non-governmental organizations. Outcomes of projects are designed to explain ecological phenomena and lead to tools, map products, and strategies often tailored to the needs of decision makers. Our staff members are located in five different states and work in small, distributed teams on < 50 projects annually, of which about half may be active at a given time.

Organizational Values and Culture: Our core values include scientific and technical excellence and integrity, which help to advance the function, direction, and initiatives of the organization. We support and encourage creativity and innovation in practice and products; respectful co-production of knowledge; and connection to the living world. We are actively seeking project opportunities that directly involve Black, Indigenous, and communities of color and diverse international partners, address disparate impacts of environmental change, and support social justice. We welcome the broader complement of knowledge and skills that stem from applicants' professional and life experiences. We seek a candidate with deep curiosity directed toward diverse research interests, as well as aptitude and enthusiasm to develop new skills and areas of expertise. CSP's culture is one of highly skilled, independent people working in dynamic collaboration on quality projects while imagining the future shape, form, and landscape of conservation partnerships. Our staff includes artists, musicians, athletes, collectors, mechanics, and people pursuing other passions beyond conservation.

Core responsibilities and skills: The Postdoctoral Scientist position brings technical and analytical capacity to a multi-faceted project related to the conservation of the sagebrush biome, carried out in partnership with the U.S. Fish and Wildlife Service (FWS) and other stakeholders. Primary responsibilities are expected to include, but not limited to:
- Contributing to the design, development, and management of multiple facets of an overarching project simultaneously and leading advanced technical steps for these efforts.

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- Demonstrated capacity to work in creative collaboration with diverse partners, collaborators, and colleagues to ensure research questions, methods, and outcomes are clear, and to support appropriate communication, interpretation, translation, and use of scientific products for multiple audiences, including land managers and policy makers.
- Strong background in common Geographic Information System (GIS) data formats and tools to access, process, analyze, and map such data, using a variety of tools and cloud-based platforms (e.g., Google Earth Engine, QGIS, ArcGIS).
- Knowledge of web-based science communication tools to deliver scaled conservation information to resource managers
- Developing ecologically relevant models (e.g., species distribution and connectivity models) using workflows in statistical programming languages such as R or Python.
- Managing, processing, and using remotely sensed and other spatially referenced data originating from multiple sources, using workflows and tools that enable reproducibility (e.g., git).
- Fostering and maintaining positive, respectful communications as well as a flexible attitude, which is required to support groups of stakeholders with diverse management objectives in professional meetings and other settings.
- Ability to play well with others supported by references from both *peers and supervisors*.
- Developing or supporting manuscripts, reports, proposals, and professional presentations.

Preferred skills:
- Demonstrated experience with spatial analytical approaches leading to peer reviewed scientific publications.
- Experience with web-based science communication tools (e.g., Tableau, ArcGIS Online) to facilitate design and delivery of scaled spatial and tabular data summaries in easily interpretable format and style (e.g., EcoDiva, Rangeland Analysis Program)
- Creative vision to understand stakeholder information needs and translate data/science resources into actionable information
- Familiarity with systematic conservation planning and prioritization approaches.
- Experience collaborating with state and/or federal agencies

Anticipated tasks and products:
- Provide technical support and spatial analyses for the Western Association of Fish and Wildlife Agencies Sagebrush Conservation Design Sub-group.
  - Conduct spatial and time series analyses to convey trends in sagebrush ecological integrity and sagebrush biome threats; to track the efficacy of existing conservation and restoration actions; and to identify spatial priorities for future conservation and restoration investments.
  - Coordinate design and development of web-based mapping applications – for example, to convey trends in sagebrush biome threats or to identify spatial priorities for investments (*front-end development skills not required*).
  - Contribute to written communications (e.g., peer-reviewed manuscripts, technical reports, other reporting formats for FWS leadership).
- Generate species occupancy models for priority species and multi-species optimization models to inform conservation investments.
  - Standardize and compile disparate wildlife species data into a relational database.

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- o Evaluate disparate source data to determine appropriate, scientifically defensible analytical approaches to characterize distributions.
- Maintain communication and facilitate regular check-ins with FWS staff and, as necessary, other partners.

Required Qualifications: PhD in ecology, conservation biology, or a related field. MSc in combination with 5+ years of directly relevant experience will also be considered.

Compensation: This is a full-time (1.0FTE) position with a salary range of $58,000-64,000, depending on skills and experience. We offer a comprehensive group medical, dental, and vision insurance package; retirement benefits; and professional growth and advancement opportunities.

Term of Position: One to two years.

Location: Flexible within Western North America, home or office-based, with preference for the Reno-Tahoe region and CSP's Truckee, CA, headquarters

Application deadline and expected start date: Priority will be given to complete applications received by **June 10, 2022**, with screening to begin soon thereafter; interviews by **late June**, and an ideal start window of no later than **July, 2022.**

How to apply: Please email a cover letter explaining how your goals, skills, and experience fit the core responsibilities of the role and please also describe how your broader knowledge and experiences can contribute to our organizational culture and values. Include the names and contact information of at least three relevant professional references, as well as your CV, and send to: **hiring@csp-inc.org**. Please indicate **POSTDOCTORAL SCIENTIST** in the subject line. Your cover letter, reference list, and CV should be compiled and sent as a single PDF file. *We sincerely appreciate all those expressing interest in this position. However, only applicants invited for an interview will be contacted.*

CSP is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, sexual orientation, gender identity, gender expression, creed, veteran status, parental status, or marital status in its programs and activities. We recognize that diverse backgrounds, cultures, and experiences can only enrich our community and our conservation mission and goals. As part of our intentional efforts to increase inclusivity, equity, diversity, and justice, we encourage applicants from underrepresented groups in conservation, e.g., those who identify as women or non-binary, LGBTQ+, are people of color, or represent any combination of these and other identities.

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