POSITION DESCRIPTION: Lead Freshwater Scientist

Conservation Science Partners (csp-inc.org) is seeking a Lead Freshwater Scientist passionate about freshwater ecology and conservation to support a team of conservation biologists, ecologists, and social scientists working on efforts to conserve species and their habitats, including but not limited to rivers, floodplains and wetlands.

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 nature using science, technology, 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.

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 candidates with deep curiosity directed toward diverse research interests, as well as aptitude and enthusiasm to develop new skills and areas of expertise.

Position Description: We are seeking a Lead Freshwater Scientist passionate about freshwater ecology and conservation to join the emerging Freshwater Solutions Lab at CSP. This position will contribute to and lead a range of projects focused on understanding and conserving freshwater habitats, including by informing adaptive management in the context of global change and advancing our ability to bridge the water needs of natural and human communities. The Lead Freshwater Scientist should have well-developed problem-solving, statistical, and analytical thinking capacities and a demonstrated record of applying these skills to programming. They should demonstrate attention to reproducibility and quality assurance/quality control in all their work. We are looking for someone with excellent organizational and communication (oral and written) skills who can balance several projects simultaneously. Specifically, the Lead Freshwater Scientist will be expected to contribute to and lead the design, development, and deployment of new or existing projects, steward external and internal communications, and manage a variety of project tasks, not just technical ones. Knowledge of freshwater

CALIFORNIA HEADQUARTERS
11050 PIONEER TRAIL, SUITE 202
TRUCKEE, CALIFORNIA 96161

(P) 1.530.214.8905
INFO@CSP-INC.ORG
WWW.CSP-INC.ORG

conservation issues and policies as well as of specific relevant tools and datasets, including but not limited to rivers, floodplains and wetlands (especially in the U.S. context) is imperative.

Core Skills and Responsibilities: The Lead Freshwater Scientist position brings advanced technical and analytical capacity to a variety of projects, as well as direct and regular engagement and collaboration with core staff and their programs, clients, partners, contractors, and other project personnel. Primary responsibilities are expected to include, but not be limited to:

- Research experience with freshwater systems and conservation, through computer modeling, field studies, and/or in other applied settings.
- Contributing to the design, development, and management of multiple research initiatives or projects simultaneously as well as leading or guiding advanced technical steps for these efforts.
- Supporting and liaising with a diverse range of clients and partners in the private, federal, non-governmental, academic, and philanthropic sectors.
- Experience with a variety of geospatial datasets and analyses pertaining to climate, water management and land cover change impacts on freshwater populations and their habitats.
- Manipulating and querying a range of ecological datasets for analysis and modeling, ranging from geospatial data to the collection of unstructured data from the web using reproducible workflows developed in statistical programming languages such as R or Python.
- Acquiring and synthesizing data across disparate sources, including developing and managing geospatial databases and associated metadata.
- Implementing GIS-based network and geomorphological analysis for application in models of ecohydrological, ecological or biochemical processes in freshwater systems.
- Developing manuscripts, reports, proposals, professional presentations, and science communication tools, including user-friendly data visualizations and other syntheses of complex information for multiple end users.
- Supervising the activities of one or more staff scientists, postdoctoral scientists, and/or contractors, as appropriate.
- Supporting existing or developing new funding partnerships and revenue streams, helping to sustain this position over the longer term.
- Learning new methods and software for specific projects, as appropriate.

Additional desired skills:

- Knowledge of policies and prioritization-based approaches to freshwater protection and restoration, including of floodplains, riparian areas, wetlands and rivers.
- Familiarity with systematic reviews and associated data syntheses and analyses.
- Experience designing and implementing data processing and ingestion pipelines using a portable reproducible science workflow that includes using version control workflows (git), containerized environments (docker), and utilizing cloud based computational resources (e.g. Azure, Amazon Web Services, and/or Google Cloud Platform).
- Knowledge of software and workflows to prepare data and spatial data for web-based dashboards and applications.
- Experience collaborating meaningfully with indigenous or other under-represented communities and non-traditional conservation partners with diverse interests and perspectives.

Qualifications: Graduate-level experience in freshwater ecology, freshwater conservation, or a related field and a minimum of five years of research or professional experience.

Application deadline and expected start date: Priority will be given to complete applications received by **December 20th, 2024** with an ideal start date of **January 20th, 2025**.

Location: Flexible within the United States as a remote position, or ability to work in the main office in Truckee, CA.

Compensation: The Freshwater Lead Scientist salary range is $80,000 - $95,000 depending on experience and the possibility of earning merit-based bonuses in addition to base salary. The actual base pay offered may depend upon a variety of factors, including without limitation, the level of education attained, certifications or other professional licenses held, qualifications of the applicant for the position, years of relevant work experience, and location in which the applicant lives and/or from which they will be performing the job. We offer a comprehensive group medical, dental, and vision insurance package; retirement benefits; and professional growth and advancement opportunities.

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**. Your cover letter, reference list, and CV should be compiled and sent as a single PDF file. Please indicate **LEAD FRESHWATER SCIENTIST** in the subject line. *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.