

POSITION DESCRIPTION: Postdoctoral Scientist

Conservation Science Partners (csp-inc.org) is seeking a Postdoctoral Scientist passionate about freshwater ecology and conservation to support a team of conservation biologists, ecologists, and other scientists working on efforts to address conservation challenges facing freshwater systems, including but not limited to rivers, lakes, 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 Postdoctoral Scientist to work as part of a collaborative team focusing on examining spatio-temporal trends (e.g., related to water quality, biota, climatic conditions) from a national freshwater monitoring network and supporting managers in interpreting and acting on those analyses. The postdoc will lead or co-lead analytical aspects of several projects leveraging this monitoring network. The successful candidate will work closely with project team members within CSP's Freshwater Solutions Lab, as well as with scientists from across the organization, external partners, and university collaborators. The individual in this role will also have the opportunity to engage with and contribute to other freshwater conservation research taking place at CSP and to develop concepts/proposals for new projects in collaboration with other CSP staff and partners.

The Postdoctoral Scientist should have well-developed problem-solving and analytical thinking capabilities and a demonstrated record of applying these skills to ecological research, including a solid record of publishing in the scientific literature. A prior research focus on freshwater ecology and experience with extensive spatio-temporal freshwater datasets (including habitat condition, water quality, and biodiversity) are imperative.

Candidates 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; a deep curiosity directed toward diverse research interests; the aptitude and enthusiasm to develop new technical skills and areas of expertise; and the flexibility and willingness to 'lean into' the various emerging needs of a small, dynamic nonprofit. It is expected that this position contributes to an internal culture of diversity, equity, inclusion, innovation, creativity, and experimentation.

Core responsibilities and skills:

- Contributing to the design, development, and stewardship of multiple project facets, and leading advanced technical steps for these efforts.
- Experience with, and an aptitude for, analyzing and presenting results from large, complex data sets at various levels of detail and depth.
- Developing ecologically relevant statistical models and managing, processing, and using various environmental and biodiversity datasets originating from multiple sources using reproducible workflows developed in statistical programming languages such as R or Python and tools that enable reproducibility (e.g., git).
- Experience with statistical trend detection and time-series analysis of long-term monitoring data in streams, large rivers, lakes, or wetlands.
- Familiarity with hydrological, climatic, and water quality data sources and monitoring tools (e.g., streamflow gage records, continuous sensor data, water quality databases) and associated QA/QC practices.
- Knowledge of physical, chemical, and biological water quality data collection methods and protocols, experience with or knowledge of laboratory analytical methods, and experience with censored data handling.
- Experience with aspects of field data collection and laboratory analysis that informs their ability to work with these data sources.
- Experience with machine learning approaches (e.g., random forests, boosted regression trees/gradient boosting, and similar) as well as traditional inferential methods for modeling ecological relationships and identifying drivers of change.
- Knowledge of common GIS, spatial data formats, and tools to download, process, map, and export such data. Preparing or deriving GIS and other spatial data layers, including metadata, and tabular data sources for use in modeling, reporting, and planning activities, using a variety of tools and cloud-based platforms (e.g., R, Google Earth Engine, QGIS).
- 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.
- Developing or supporting manuscripts, reports, proposals, and professional presentations.
- Learning new methods and software for specific projects, as appropriate.

Additional desired skills:

- Knowledge of water-related policies in the U.S., including floodplains, riparian areas, wetlands and rivers.

- Creative vision to understand partners'/collaborators'/interested parties' information needs and translate data/science resources into actionable information.
- Experience collaborating meaningfully with indigenous or other under-represented communities and non-traditional conservation partners with diverse interests and perspectives.
- Experience developing analytical tools or applications (e.g., R packages, Shiny apps) that translate complex data into products usable by natural resource managers and practitioners.
- Experience with cloud-based tools and workflows, including Google Earth Engine and cloud computing using virtual machines (e.g., in Google Cloud Platform).

Qualifications: PhD in freshwater ecology, freshwater conservation, or a related field is required. Preferred candidates will also be able to demonstrate at least three years of other professional experience.

Term of Position: One to two years.

Application deadline and expected start date: Priority will be given to complete applications received by **September 21st, 2026**, with screening to begin soon thereafter and a targeted start date of **November 2nd, 2026**.

Location: This is a remote position, flexible within the United States.

Compensation: Compensation for the Postdoctoral Scientist position includes an annual base salary from **\$67,000 - \$78,000** 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 **POSTDOCTORAL 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 non-binary, LGBTQ+, are people of color, or represent any combination of these and other identities.