Research Scientist III

Salary Range: $72,100 to $97,850 Full Time Equivalent

Job Classification: Regular, Exempt

**Benefits:**  [Learn more about our employee benefits here.](https://www.estuarypartnership.org/who-we-are/employee-benefits)

Minimum Hours: 36Hours Per Week

Supervisor: Chief Scientist

**Location:** Hybrid remote and in person Portland, Oregon. Regular travel and on-location fieldwork required for this position.

POSITION SUMMARY

This positiondesigns, develops, and implements ecosystem condition status and trends, water quality, carbon-methane flux, and habitat restoration action effectiveness monitoring projects. Employees in this position work with a fair degree of independence and maintain regular communication with their supervisor and members of the Science Team. The Research Scientist III is the highest level of Research Scientist with the Estuary Partnership, with four or more years of professional experience and demonstrated ability to manage projects with a high degree of independence and assist with project management, contract writing, grant applications, and new project development. A master’s degree or equivalent high level research experience in a related field is required.

This position is based in the Estuary Partnership with work regularly taking place in a field setting that requires regular travel throughout the Estuary Partnership study area. It requires early morning starts and some weekend availability during the summer field season. Field work occurs in wetlands or on the river, in various weather conditions, and includes navigating difficult terrain on foot and carrying heavy field gear to monitoring sites. (Training, including safety training and wilderness first aid training are provided by the Estuary Partnership.)

**REQUIRED EXPERIENCE AND KNOWLEDGE**

* Four or more years of professional experience with biogeochemistry, botany, water quality, fish or ecosystem monitoring, statistics, data analysis, and scientific writing. A master’s degree or equivalent advanced-level research experience in a related field is required.
* Understanding of and working familiarity with natural resource or watershed management in one of the following fields: biogeochemistry, botany, hydrology, water quality, marine sciences, biology, or fisheries.
* Demonstrated ability and experience to manage tasks and highly technical research with a high degree of independence, following and developing scientific protocols, leading field work, and managing field equipment.
* Expert level experience with statistical software and conducting advanced data analysis using Excel, Tableau, R, Python, Pix4D, GIS, and others.
* Demonstrated ability with developing new research projects; creating sample designs; writing technical reports, permits and authoring manuscripts; and presenting projects and research at conferences and in public meetings.
* Demonstrated ability with managing multiple projects and contractors; developing contract scopes of work and budgets; and ensuring deliverables are within budget and on time.
* Demonstrated ability and commitment to working collaboratively.
* Strong written and verbal communication skills.
* Demonstrated use of personal and organizational practices that promote an equitable work environment.

ESSENTIAL DUTIES

* Complete assigned work, implement tasks in annual workplan and meet deadlines, adhere to organization policies and procedures, and respond to feedback from supervisor.
* Communicate regularly with supervisor on development and delivery of programs.
* Collect, analyze, and manage field data and use statistical software to conduct advanced data analysis to evaluate individual site and ecosystem conditions and fish use.
* Assist with project management and contract updates for multiple projects and tasks simultaneously; complete tasks according to schedules and meet project objectives.
* Work with monitoring subcontractors to compile data, provide quality assurance of the data collected, and coordinate dissemination of monitoring data.
* Write project reports and updates, technical documents, disseminate program or project information, and make presentations on project or program information.
* Develop new research projects; contract scopes of work and budgets; and write and submit grant applications.
* Work with a high level of independence on highly technical or complex research projects and updating supervisors as necessary.
* Demonstrate advanced skills in an area of relevance to the Estuary Partnership and serve as a source of expertise and resource for the team and organization. The Research Scientist III should be willing to provide training and mentorship to other members of the organization and the Science Team, as well as our partners, on a regular and on-going basis.
* Represent the Estuary Partnership at meetings, conferences, and workshops and in other public settings. Participate in regional work groups, meetings, and conferences, such as Lower Columbia Fish Recovery Board, EPA Columbia River Toxic Contaminants Reduction Working Group, and PNAMP.

RELATED DUTIES

* Participate in regional discussions on monitoring efforts, ensuring data comparability across sites and time, on a range of topics including toxic contaminants, ecosystem status and trends, invasive species, restoration action effectiveness, and activities related to species and salmonid recovery efforts.
* Keep current on scientific literature related to estuaries, monitoring, restoration, and conservation, biology, and emerging technology related to GIS, data management, and other natural resource management tools to keep programming relevant.
* Identify potential grant opportunities, provide information to supervisor and the Community Relations Manager. Draft components of grant applications, develop scopes of work, project reports, and other documents, and provide cost estimates for supervisor and Executive Director budget development. Communicate with supervisor and Community Relations Managers as grant proposals are developed to ensure internal processes are followed and deadlines met for timely and complete submission.
* Implement actions within our Strategic Plan and DEI Strategy to identify and remove barriers for underserved communities in our programming.
* Coordinate with regional monitoring partners. Build relationships with the USACE, BPA, NOAA, diking districts, watershed councils, consultants, contractors, restoration practitioners, landowners, and others involved in the lower Columbia River to enhance regional collaboration and advance regional monitoring.
* Participate in team meetings to discuss and advance program objectives, enhance collaboration, and identify resource needs required to complete projects.
* Participate in the Science Work Group.
* Represent the Estuary Partnership at meetings, conferences, and workshops and in other public settings.
* Other related duties as assigned.

ORGANIZATION STANDARDS OF PERFORMANCE

* All Estuary Partnership employees build and strengthen partnerships and foster collaboration with a variety of viewpoints and diverse interests to serve all communities and give people parity and equal engagement with and in the protection of natural resources. Place the river and public trust at the forefront. Support and promote the mission and work of the Estuary Partnership. Be familiar with the activities of all Estuary Partnership program areas, the lower Columbia River and the National Estuary Program, natural resource protection, and community programming.
* Implement actions within our Strategic Plan and DEI Strategy to identify and remove barriers for underserved communities in our programming.
* Include diverse and underserved communities, such as communities of color, Indigenous people, and low-income communities, to improve racial, gender, and cultural responsiveness when working with colleagues and partners and in carrying out job duties and responsibilities.
* Cultivate a positive work ethic and inclusive work environment. Exhibit a positive attitude and high level of professionalism.