

JOB ANNOUNCEMENT: San Francisco Baykeeper Field Investigator (Science Associate)

About San Francisco Baykeeper

[Baykeeper](#) defends San Francisco Bay from the biggest threats and holds polluters accountable. Using a unique combination of science, policy, and law, we've achieved over 270 legal victories to reduce pollution from industrial facilities, stopped sewage spills to the Bay by 75% from 10 cities, passed new state laws to keep oil and coal pollution out of the Bay, and strengthened local laws regulating toxic pollutants like mercury and selenium to protect the Bay's wildlife and residents. [Recent press coverage](#) has highlighted our work, calling Baykeeper "one of the region's most active and most effective defenders of the marine environment." We're in our 30th year of Bay protection and are looking for an enthusiastic new junior team member to add to Baykeeper's scientific capacity.

The Position

The Field Investigator reports to our Senior Scientist and works collaboratively with our Staff Scientist, attorneys, volunteers, and partners to identify and stop the biggest threats to San Francisco Bay. This position has primary responsibility for:

- Conducting pollution investigations and managing Baykeeper's pollution hotline
- Coordinating pollution patrols in the field, on the water, and with aerial patrol partners
- Managing the Baykeeper boat patrol program and volunteer skippers
- Providing scientific support for policy and litigation activities
- Preparing for rapid response to pollution emergencies (spills, etc.)
- Developing and executing monitoring and advocacy initiatives to help reduce vessel pollution
- Representing Baykeeper before local recreational user groups and regulatory agencies
- Planning and staffing several annual public shoreline cleanups and outreach events
- Other duties as assigned

Essential Duties and Responsibilities

Pollution Investigation

- Identify, investigate, sample, analyze data, and respond to the most significant threats to San Francisco Bay, including those from municipal stormwater, industrial discharges, marina pollution, fossil fuel expansion, and other sources of harm to the watershed
- Work with Baykeeper's science team to design and implement science-based water quality sampling plans to further Baykeeper's investigation, advocacy, and enforcement goals
- Conduct site reconnaissance, pollution hotline response, regular patrols on the water, and other investigations as needed in collaboration with Baykeeper's science and legal staff
- Collect water samples and other scientific evidence in the field all over the Bay Area and on the Bay to support specific policy advocacy and enforcement actions
- Document and share patrol photos, videos, and summaries for the organization's external communications

Scientific Support for Policy and Litigation

- Manage, review, analyze, and synthesize internal and external data and technical science reports related to program work
- Present concise summaries of data analysis in discussions and writing to inform Baykeeper legal decisions and technical positions
- Assist with preparation of written technical, scientific analyses to supplement and support advocacy positions

Boat Program Management

- Strategize with staff to ensure patrols further the various goals of the organization.
- Coordinate regular Baykeeper patrols and manage the boat calendar to support staff, partner organizations, and other on-the-water events or projects as needed.
- Manage 10-12 volunteer skippers who drive the patrol boat by hosting quarterly meetings to update them on program work, boat maintenance needs, sampling protocols, and other relevant information.
- Maintain skipper records and boat documents, including registration, cleaning, and maintenance records.
- Manage the Head Skipper to schedule and assist with routine boat cleanings and maintenance.

Note: While boating experience is beneficial, the Field Investigator is not required to operate the Baykeeper boat or become a qualified skipper.

Rapid Response and Reducing Vessel Pollution

- Monitor, manage, and perform initial evaluation of leads provided to the pollution hotline and respond as appropriate. Work with the program team to identify which leads require follow-up and field investigation.
- Coordinate volunteers to quickly respond to major Bay pollution events aboard the Baykeeper boat or by dispatching drones to capture imagery.
- Be on-call for emergencies in the Bay that require rapid response, including oil spills and other chemical leaks. This may involve obtaining specialized certifications and taking scientific trainings.
- Lead Baykeeper's scientific monitoring, advocacy, and education efforts to reduce and respond to vessel pollution from sources including cargo ships and oil tankers, recreational boats, abandoned vessels, and cruise ships.

Representing Baykeeper

- Attend and represent Baykeeper at local agency and public meetings relevant to the science, data, and policy around pollution investigation and response.
- Identify, conduct outreach to, and cultivate relationships with local marinas and on-the-water recreational groups to educate them about best practices to report and stop pollution.
- Organize and assist with quarterly public shoreline cleanups and other volunteer and outreach activities as identified and prioritized by senior staff.
- Represent Baykeeper at tabling events around the Bay Area to educate members of the public about threats to the Bay and Baykeeper's efforts to address those threats.

Essential Qualifications

- A degree or suitable related experience in environmental science, ecology, hydrology, water quality, or related fields.
- Proficiency with report writing, data analysis, and presentation software and techniques.
- Familiarity with water quality issues, water policy, and the San Francisco Bay or similar ecosystems.
- Passion for fieldwork and investigations on the ground, on the water, and in the air regardless of weather conditions or time of day.
- Enthusiasm for meeting and working with members of the public, volunteers, and stakeholders.
- Excellent interpersonal communication and writing skills.
- Experience with logistics, scheduling, and coordinating.
- Ability to successfully and simultaneously manage multiple deadlines.
- Good judgment and ability to accurately assess and mitigate risks.
- Ability to plan and lead public trash cleanup and other volunteer engagement events.
- Strong team ethic and integrity, with a desire to play an important role at a collaborative, visionary, and highly effective organization.

- A positive attitude, flexibility, good sense of humor, and demonstrated commitment to Baykeeper's mission to protect the Bay.

Supervisory Responsibilities

This position will not hold any supervisory responsibilities but will engage, coordinate, and oversee volunteers.

Physical Demands

The physical demands of this position include travel by vehicle, boat, small aircraft, and public transportation, utilizing computer equipment, participating in public meetings, field inspections and monitoring, ability to physically collect water quality samples on and around the Bay and elsewhere in the field, and an ability to carry and lift sampling and other field equipment or event materials of up to 50 lbs over uneven surfaces. These demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Due to the nature of field investigations during rain events and monitoring the pollution hotline, this position will require occasional work outside of regular work hours on weekdays as well as approximately one to two weekend days per month. The position is eligible for overtime pay in accordance with federal and state overtime regulations. Applicants must also have a valid driver's license and regular access to a registered/insured vehicle for field investigations and attendance at meetings and events around the Bay Area where public transit is impractical or unavailable.

Equal Employment Opportunity

Baykeeper provides equal employment and advancement opportunities to everyone. Employment decisions are based on merit, qualifications, and abilities.

Compensation, Benefits, and Culture

This is a full-time, non-exempt position reporting to the Senior Scientist. The pay for this position is \$24.16/hr. Baykeeper is committed to supporting a collaborative and flexible workplace environment. We value a healthy work-life balance and offer a generous benefits package, which currently includes comprehensive medical and dental coverage for eligible employees with no employee premium, an employer 401(k) contribution following one year, options for pre-tax flexible spending accounts for medical, transit, and dependent care costs, professional development opportunities, and generous paid time off.

Applications

If you are interested in and qualified for this position, please send your résumé and a cover letter in PDF format to jobs@baykeeper.org, subject line "YOUR LAST NAME, Field Investigator." If your materials indicate a potential match for our requirements, we will contact you. Please, no phone calls or emails to the office regarding this opening. Position open until filled; interviews to begin as soon as May 20, 2019 with an anticipated start date of July 1, 2019.