

Director, Estuary Science and Restoration

Position Description

Position Objective

The Delaware Center for the Inland Bays seeks a motivated and experienced environmental science professional to direct the Center’s research, monitoring, and environmental restoration programs. The Director of Estuary Science & Restoration (DESR) works under the supervision of the Executive Director and collaborates with all Center staff. The DESR supervises direct reports and leads teams of staff, partners, contractors, and volunteers to plan, fund, and implement a research and restoration project agenda to support the Inland Bays Comprehensive Conservation and Management Plan, including updates to the Inland Bays Environmental Monitoring Plan and State of the Inland Bays Report.

The Center for the Inland Bays is a nonprofit organization and is one of 28 National Estuary Programs established by Congress to protect and restore the water quality and ecological integrity of “estuaries of national significance.” The Center achieves its mission through science-based: research, restoration, education, outreach, public policy, and advocacy. More information about the Center and its programs can be found at inlandbays.org.

Qualifications

- Doctorate degree in natural resource or watershed management, ecology, biology, hydrogeology, marine science, or a related field is preferred. A master’s degree in any of the above disciplines is the minimum degree requirement.
- Knowledge of current theory, practices, principles, and technological developments of watershed and estuarine science and restoration.
- General knowledge of laws and permitting requirements associated with restoration projects and environmental monitoring.
- Knowledge and skill in developing and implementing ecosystem restoration projects, including site prioritization, conceptual design, contracting and implementation, project monitoring, reporting, and communicating project success.
- Demonstrated skill and experience as a leader, with the ability to build and effectively motivate multi-organizational teams to achieve common objectives.
- Ability to lead and manage complex or multiple projects, including managing finances and coordinating the work of other professionals.
- Ability to establish and maintain professional networks and develop strong partnerships to accomplish goals.
- Skill in grant writing and management.
- Skill in developing and managing complex budgets.
- Skill in adapting to changes in workload and priorities, and leading staff through such changes.
- Skill working with a variety of viewpoints and diverse interests using negotiation and skillful facilitation.

- Skill working collaboratively in a service-oriented team environment, with understanding of roles and responsibilities of team members.
- Strong verbal communications skills and demonstrated ability to write clearly and persuasively. Strong oral presentation skills including the ability to persuade and inspire an audience.
- Ability to communicate technical information clearly and effectively to the general public.
- Strong capacity to continue to learn and train in professional proficiencies, from management to learning new workplace technologies.
- Skill in using databases for analysis and reporting.
- Working familiarity with GIS.
- Ability to work in estuarine environments and in small boats.

Principal Duties and Responsibilities

- Works with a high degree of independence, while communicating and strategizing regularly with the Executive Director. Works in a collaborative team environment with education, outreach, planning, development, and policy staff.
- Manages staff, contractors, and volunteers across multiple functions. Builds a positive, collaborative, and results-driven culture, while developing other professional staff.
- Designs multi-year science, monitoring, and restoration strategies and ensures timely accomplishment of results, including supporting changes in public policy.
- Writes grant applications for project funding and works with staff to develop private funding for science and restoration initiatives.
- Develop and maintains partnership networks with grantors, university scientists, state and local government agencies, resource managers, and other environmental organizations. These partnerships ensure information exchange, collaborative research, and restoration strategy implementation.
- Leads multi-organizational teams to develop and implement an environmental monitoring plan for the Inland Bays. Leads the analysis and synthesis of resulting data to create State of the Bays Reports based on environmental indicators.
- Leads multi-organizational teams to develop science-based restoration plans for ecosystems such as shorelines, upland forests, baygrass meadows, oyster reefs, and saltmarshes.
- Works with coastal towns and communities to plan and implement green infrastructure projects.
- Designs and oversees research and environmental restoration projects, including monitoring of restoration project success and developing Quality Assurance Project Plans for research projects.
- Keeps current on scientific literature related to estuaries, monitoring, restoration, and conservation, and publishes research results.
- Effectively communicates and reports on complex scientific data and results to multiple audiences including: staff, technical groups, and decision makers.
- Develops and implements environmental monitoring projects to determine the effectiveness of best management practices for water quality and ecosystem restoration efforts.

- Serves as the staff liaison to the Center’s Scientific and Technical Advisory Committee and serves on local, regional, and national committees and workgroups related to estuarine science and restoration.

Salary and Benefits

Salary range \$70,000 to \$90,000, commensurate with qualifications and experience. The Center offers a competitive benefits package that includes generous paid vacation days and paid holidays, health insurance (medical, dental, vision), 401(k) with profit sharing, and more.

Physical Demands and Work Environment

Work is performed in both an office environment and in the field. Field assignments may require bending, climbing, crawling, kneeling, lifting up to 25 pounds, pulling, reaching, sitting, standing, stooping, walking in rough terrain, in-water work, and occasionally contending with adverse weather conditions requiring special clothing and safety precautions. Evening or weekend work to attend meetings and events is sometimes required. A flexible hybrid workplace schedule is permitted. The position is subject to the Center’s Office Policy Manual.

To Apply

Email resume or CV with cover letter in a single PDF file to [hiring@inlandbays.org](mailto: hiring@inlandbays.org). Applications will be accepted until midnight (EDT), June 17, 2022.

The Center for the Inland Bays is an Equal Opportunity Employer. We welcome and encourage applications from persons of every race, color, national origin, sex, religion, age, disability, political belief, orientation, gender identity, veteran and military status.