



## **Job Announcement: Marine Resource Protection Program Associate Full-Time Position**

California Marine Sanctuary Foundation (CMSF) is seeking a Marine Resource Protection Program Associate to support CMSF and the Marine Resource Protection Program team on resource protection projects, including on work to protect endangered whales from human impacts.

### **About the Organization**

The California Marine Sanctuary Foundation (CMSF) has worked to protect the state's coastal ecosystems while strengthening coastal resilience since 1995. In collaboration with a variety of local communities, including government agencies, tribal communities, harbors and marinas, and NGOs, we focus on five thematic areas: water quality protection, marine conservation, coastal restoration, climate change mitigation and adaptation, and community engagement. We strive to engage stakeholders, members of the public, and experts in these areas to identify and implement practical and effective solutions to reduce human impacts on and increase the resiliency of California's coastal resources. For more information about our collective work please visit: <https://www.californiamsf.org/>

### **About the Marine Resource Protection Program and Whale Conservation work**

Through collaborative partnerships with groups like NOAA's Office of National Marine Sanctuaries, Resources Legacy Fund, the Volgenau Foundation, and California county air district agencies, CMSF has identified and implemented innovative programs focused on protecting marine species and ecosystems. CMSF provides project management, data analysis, and technical expertise in the development of monitoring, relationship-building, and policy required to conserve California's precious marine resources.

As part of this work, CMSF collaborates with county, state, and federal agencies, non-profit organizations, and industry partners to protect endangered whale species from human impacts, including ship strikes and entanglements. CMSF coordinates ongoing regional efforts to reduce the risk of vessel strikes and entanglements by providing support to NOAA's Office of National Marine Sanctuaries on whale conservation efforts in the west coast region. CMSF also promotes sustainable shipping practices through the Protecting Blue Whales and Blue Skies Program, which works to incentivize container and car carrier companies to reduce vessel speeds in key whale habitats to reduce the risk of ship strikes, prevent harmful air emissions, and decrease underwater noise. In addition, to inform Vessel Speed Reduction (VSR) and whale conservation policy efforts implemented by NOAA, CMSF administers a large whale aerial survey program that monitors the distribution and density of large whales in the Santa Barbara Channel region.

### **About the Position**

You will support the Marine Resource Protection Program Director in carrying out Marine Resource Protection Program work, including but not limited to support on projects to protect endangered whales from human impacts. Tasks will include:

- Data management and analysis support --
  - Assist the Marine Resource Protection Program team in identifying and managing relevant datasets (including whale and vessel data).



- Work alongside the Marine Resource Protection Program team to analyze relevant datasets, using ArcPro and R analysis tools.
- Create maps and figures to inform resource protection policy decisions.
- Administrative program support --
  - Assist with program tracking and administration projects like the Protecting Blue Whales and Blue Skies Program and the large whale aerial survey program.
  - Assist with grant management and reporting to help maintain program funding.
- Communication support --
  - Assist the Marine Resource Protection Program team in engaging with a wide variety of partners.
  - Support the generation and completion of reports, policy briefs, and research publications.
  - Attend meetings and represent the program work, when needed.
  - Generate 1-2 social media posts per month.

### **About You**

The successful applicant for this position will have:

- Strong data analysis skills (ArcPro and R experience required);
- Flexibility and interest in learning new data analysis skills and working with new data tools;
- Strong communication skills, including presentation, verbal, and written;
- A strong collaborative mindset;
- A high level of organization with a keen attention to detail;
- An ability to work independently and manage multiple assignments and tasks at a time;
- Background in and passion for marine mammals and/or marine conservation;
- A master's degree or PhD in marine sciences or marine management, or equivalent experience.

### **Compensation, Benefits, and Location**

This is a full-time 40 hours/week position, with an annual salary of \$60,000 to \$70,000, based on experience. CMSF provides a benefits package including vacation, 12 paid holidays and sick leave, medical and dental benefits, and a 401K d savings plan with 3% employer match and full vesting after 1 year.

This position is California-based, fully remote, with preference for candidates in the San Francisco, Santa Cruz, or Santa Barbara regions. Candidates must be authorized to work in the United States.

### **How to Apply**

To be considered for this position, interested candidates should submit a resume and cover letter to Jessica Morten, Marine Resource Protection Program Director, at [jessica.morten@noaa.gov](mailto:jessica.morten@noaa.gov). This position will remain open until filled.

### **Diversity Statement**

CMSF is committed to dismantling the longstanding racial, gender, and socio-economic boundaries that exist in the field of environmental conservation. When bringing on new staff and interns, we adhere to equitable recruiting policies and promote anti-discrimination within our work and with our partners in



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the local and conservation communities. We acknowledge that environmental conservation is woven with rich diversity including Indigenous Knowledge and Traditional Ecological Knowledge and we will do our best to amplify all the voices that contribute to conservation. Lastly, we commit to continued listening and learning, adapting to the needs of our community, and being inclusive.