



Job Description

Water Quality Program Director

Overview

Since 1995 the California Marine Sanctuary Foundation (CMSF) has worked to protect the state's coastal ecosystems while strengthening coastal resilience in the face of population growth, urban and industrial uses, climate change, and resource extraction. Working together with local communities, government agencies, tribal communities, harbors and marinas, and NGOs, we identify and then implement practical and effective solutions to reduce human impacts and increase stewardship of our state's coastal resources. Our core focus is on improving coastal resilience by using an interdisciplinary approach, engaging stakeholders, members of the public, as well as experts to help drive cutting edge and creative solutions. For the past 25 years CMSF has proven to be a strategic partner and innovator in coastal programming.

Position Summary

The Water Quality Director for the California Marine Sanctuary Foundation is responsible for the overall success of the water quality program in partnership with the Monterey Bay National Marine Sanctuary (MBNMS or sanctuary), including project and relationship development, fundraising, grant writing, and managing program staff and contractors. The Director will be charged with growing the program area to achieve the greatest conservation impact, identifying emerging opportunities, building networks, securing adequate financial support for program projects, and managing project budgets. This position reports to the CMSF Executive Director. Approximately 50% of time will be dedicated to supporting MBNMS-related projects, but the percentage will shift to more strategy and development as program and staffing grow.

MBNMS is one of our nation's largest marine sanctuaries, encompassing more than 6,000 square miles of central California coastal waters that contain a rich array of habitats and marine life, and is surrounded by productive agricultural fields. The sanctuary program provides protection of these natural resources through research and education to foster public understanding and stewardship of this nationally significant marine area. MBNMS supports an active and multi-faceted water quality protection program (WQPP) for the sanctuary, for which CMSF is a principal partner. This position will work directly with the WQPP Director of MBNMS in all facets of this work related to the sanctuary.

Job Functions

- 1. Program Management (10%)**
 - Provide program support to CMSF water quality staff;
 - Work with CMSF Executive Director to ensure water quality projects align with foundation's overall strategic direction;
 - Work closely with MBNMS Water Quality Protection Program Director to ensure coordination of Sanctuary-related programs.
- 2. Program Strategy and Growth (15%)**
 - Work with both CMSF and MBNMS staff and partners to develop a program strategy that is optimal for CMSF's core competencies, funding, and programmatic trends;



- Strengthen key relationships with partners and funders required to support water quality projects;
- Identify water quality funding opportunities, write grants, and secure funding adequate to meet the needs of new and existing water quality projects and personnel.

3. Provide High-Level of Support for MBNMS Water Quality Protection Program (50%)

- Support the coordination, recruitment, training, and sampling of water quality by volunteers working in watersheds draining to MBNMS;
- Support the MBNMS Agriculture Water Quality program in identifying best practices and innovative solutions for mitigating pollution from agriculture operations as well as promoting the science and success stories of these efforts;
- Work with municipalities and MBNMS to sample urban runoff, identify sources of pollutants and ensure information is available and useful to resource managers in determining solutions;
- Identify and pursue sources of funding to execute additional programs in support of the MBNMS Water Quality Protection Program;
- Analyze and report/share findings from all water quality monitoring efforts and use findings to reduce threats to water quality of the sanctuary.

4. Launch and Fund the Alliance for Solutions to Ag Plastic Pollution (ASAPP) (25%)

- Lead work with CMSF staff and partners to fund and launch a project that will address plastic pollution in coastal agricultural fields, including increasing recycling of agricultural field plastic, diverting waste from landfills, and reducing the escape of agricultural field plastic into the environment;
- Leverage CMSF's 25-year partnership with MBNMS, along with The Nature Conservancy, Washington State University, the Central Coast Agricultural Water Quality Coalition, the University of California Cooperative Extension, Natural Resources Conservation Service, six Resource Conservation Districts, county Farm Bureaus, retail brands, and growers to drive innovative solutions and alternatives.

Position Requirements

- Advanced degree or equivalent experience in natural sciences (chemistry, biology, environmental science or similar) with a focus on water quality, data analysis, and statistics;
- Demonstrated achievements in strategic planning, program growth, and project management;
- Grant development/fundraising experience with nonprofits and public institutions;
- Familiarity with regulatory water quality standards, and applicable federal and state policies;
- Experience recruiting, organizing, and supervising volunteers;
- Experience reporting water quality results to a variety of stakeholders;
- Outstanding written, verbal, and interpersonal communication skills as well as organizational skills;
- Aptitude for working collaboratively as a team member with diverse individuals and organizations;
- Demonstrated ability to work with an ethnically diverse population;
- Demonstrated ability to adapt as circumstances warranted; and
- Demonstrated ability to promote diversity, equity, and inclusion.



Desired Skills

- Familiarity with corporate sustainability and corporate giving programs;
- Ability to speak Spanish;
- Familiarity with applied agricultural, research, and extension programs;
- Familiarity with e-learning to engage and train volunteers; and
- Advanced skills in GIS, R, and other statistical software.

Physical Demands and Working Conditions

The job requires some field work, and as such the employee must be able to lift and carry heavy objects (up to fifty pounds) and able to negotiate steep, slippery surfaces commonly found along streams, rivers, and near outfall sites.

The employee must be willing to occasionally work week nights and weekends to accommodate volunteer schedules, as necessary. The employee must also be able to drive to education and outreach events, planning sessions with partners and funders, government hearings at the state and local levels, and other meetings and/or events as needed.

Reporting

This position reports to the Executive Director of CMSF in coordination with MBNMS WQPP Director.

Salary

This position offers competitive compensation of between \$80,000-\$90,000 and a benefits package including vacation, paid holidays and sick leave, medical and dental benefits, and a 403(b)(7) deferred retirement plan.

To Apply

Please send letter of introduction and CV to Robert Mazurek, Executive Director, California Marine Sanctuary Foundation robert@californiamsf.org. Please use "Water Quality Program Director Position" in the subject line. Applications will be reviewed on a rolling basis until position is filled, with the first deadline on Friday March 25th, 2022.

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 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.