

Fostering the protection and appreciation



of birds, other wildlife, and their habitats...

JOB OPPORTUNITY

CONSERVATION MANAGER (FULL-TIME/PERMANENT)

Together we defend our region's birds, unique biodiversity, and threatened habitats through advocacy, education, and restoration.

We need a highly-motivated individual with a professional background in conservation science, planning and habitat restoration to serve as our Conservation Manager. The position requires passion for conservation, excellent project management and writing skills, experience engaging stakeholders, mentoring of staff and volunteers, and enjoyment of a diverse, fast-paced work environment.

Responsibilities

Habitat maintenance and restoration (50%)

- Coordinate and lead staff work with on-the-ground habitat management and maintenance projects, including at the endangered California Least Tern nesting sites in Mission Bay and other coastal dune, salt marsh and coastal sage scrub habitats.
- Establish and maintain collaborative relationships with agencies, experts and partner organizations.
- Recruit, educate, mentor and supervise hundreds of diverse volunteers each year, and share the conservation, policy and community science context.
- Carry out biological monitoring of endangered nesting birds.

Conservation planning (25%)

- Collaboratively implement and improve management for California Least Terns in Mission Bay.
- Create and oversee work plans for other habitat restoration projects throughout the region and on our properties (Silverwood Wildlife Sanctuary and Anstine-Audubon Nature Preserve).
- Review data and literature to ensure high-quality conservation of our habitats and species.
- Continue management studies with the City of San Diego and local universities and colleges.

Environmental advocacy (15%)

- Foster San Diego Audubon's grassroots activist network, including our programs to recruit and train Audubon Advocates and Conservation Committee members.
- Represent our organization within the wider conservation and environmental justice community.
- Support our conservation advocacy program, including on the climate crisis, forage fish, development, and other regional policy issues.

Fund development and outreach (10%)

- Collaborate with our staff to raise funds for conservation programs, including grant research, administration and writing, and other fundraising efforts.
- Prepare periodic articles for publication in *Sketches* newsletter and electronic communications that communicate the activities of the SDAS conservation programs.
- Support outreach and communications efforts of the conservation advocacy program.

Desired Skills & Qualifications

- Deep commitment and passion for the conservation of birds, other wildlife, and their habitats
- Knowledge of wildlife biology, coastal habitat ecology, local Southern California flora/fauna, regulation context, and restoration best practices
- Strong project management skills and able to prioritize and adjust to changing timelines
- Outgoing people-person and confident public speaker, with excellent written and oral communication skills able to represent our conservation program in community outreach events
- Proven leadership experience in motivating and managing people
- Experience translating technical content from existing research and monitoring activities for decision-makers and the public
- Hard working, self-motivated, and able to work with a team in leadership and supporting roles
- First-hand experience overseeing conservation work aimed at supporting nesting California Least Terns and other coastal sand dune species preferred
- Experience researching and writing grants preferred
- GIS experience preferred
- English and Spanish speaker preferred

Other Job Requirements

- Must have a valid driver's license, excellent driving record, and reliable transportation.
- Must be able to work up to three weekend days per month May – December, up to six weekend days per month January – April, and several evening events per year.
- Must be able and willing to perform all aspects of job in all seasons, rugged terrain, and be able to move materials and equipment weighing over 40 pounds.

Salary, Benefits & Terms

This is a full-time, non-exempt (hourly) position. The wage for this position varies based on experience from \$22-26 per hour. Benefits include paid health insurance, vacation, holidays and sick leave, SIMPLE-IRA retirement plan with 3% match. Details on additional benefits can be found in the SDAS Employee Handbook, available upon request. Offer of employment contingent upon completion of criminal background check.

How to Apply

Please email your resume and cover letter to meyer@sandiegoaudubon.org or mail it to: Andrew Meyer, Director of Conservation, San Diego Audubon Society, 4010 Morena Blvd, Suite 100, San Diego, CA 92117. Interviews will be scheduled as applications come in, and the application period will close on June 30th. Anticipated start date is July 18th, 2022.

Equal Employment Opportunity Employer and Statement on Diversity

San Diego Audubon Society is proud to be an Equal Employment Opportunity employer. We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, or other applicable legally-protected characteristics. San Diego Audubon is committed to building a diverse and inclusive environment reflecting the diversity of our community in its board, staff, volunteers, and members and ensuring its internal culture, business practices, and programs are welcoming and advance its diversity goals.