



**The Tampa Bay Estuary Program is looking for a Program Scientist!**

**Salary: \$65K-\$80K, dependent upon experience**

**Why work for TBEP?**

#### **ACCOMPLISHED**

Tampa Bay is a vibrant estuary and is one of a few large, urban coastal regions worldwide that has experienced recent environmental recovery. We are looking for a passionate environmental scientist with strong statistical and open data science skills to continue our successful efforts to restore Tampa Bay.

#### **COLLABORATIVE**

We take a holistic, science-based approach to managing the special place that over 3.1 million people live, work and play: Tampa Bay and its watershed. You will be part of a cross-disciplinary team that seeks novel research, restoration and management approaches to further our core mission: Building partnerships and regional capacity to effectively implement a comprehensive conservation and management plan (CCMP).

#### **FOCUSED**

Our work aims to improve both the ecology and community of Tampa Bay. With this broad goal in mind, a creative thinker is needed to help develop solutions for new and pressing socio-ecological challenges. Your focus is needed to develop, implement and manage the many projects we engage in to sustain the Bay's recovery into the future. Your work will involve traditional ecological research, socio-ecological studies, environmental restoration and general project management responsibilities. We stay busy and are results-oriented; you will effectively contribute to that collective cause.

#### **RESPONSIBILITIES**

You will be part of a team of seven: proficient scientists, resource managers, communicators and community engagement professionals. While your job duties may fluctuate day to day, here are some areas we expect to see you proficient in:

- Distilling complex science/technical topics, data and metrics into both peer-reviewed and public-friendly products, preferably using open science tools;
- Formulating new actions, strategies, research activities and collaborations to address environmental issues within the Tampa Bay estuary and its watershed;
- Developing successful competitive grant applications;
- Managing multi-entity technical projects and grants;
- Facilitating consensus among stakeholders, scientists and resource managers on complex environmental issues.

## QUALIFICATIONS

- Post-graduate degree (MS or PhD) from an accredited university or college in one of the natural sciences, environmental engineering, or a related field.
- At least 5 years of progressively responsible experience in a coastal/estuarine science field.
- Advanced knowledge of: 1) Coastal and estuarine science, management and ecology; 2) Research, restoration and conservation initiatives supporting those themes; and, 3) Environmental data synthesis and assessment techniques, statistical analyses and presentation formats necessary to communicate status, trends or progress around these themes.
- A self-motivated individual with the ability to work independently, efficiently and with limited oversight.

For the full announcement, please visit: <https://www.tbeptech.org/news/275-tbep-position-announcement>



## TAMPA BAY ESTUARY PROGRAM

263 13<sup>th</sup> Ave. South, Suite 350  
St. Petersburg, FL 33701

### POSITION ANNOUNCEMENT: PROGRAM SCIENTIST

#### **Position Summary:**

The Tampa Bay Estuary Program (TBEP) is seeking qualified applicants for a full-time Program Scientist position. The successful applicant will have demonstrated experience and effectiveness in: 1) securing competitive grant funds and conducting coastal and estuarine research; 2) performing statistically-robust environmental data syntheses and assessments, and communicating the results preferably using open data science tools and frameworks; and 3) managing and tracking multiple technical projects to completion. The applicant should also have familiarity with Florida-specific and federal environmental regulations and compliance frameworks and have experience with environmental monitoring, quality assurance and reporting to public and private granting agencies. Experience with local, state and federal government grants programs is a plus.

#### **Knowledge, Skills & Abilities (KSAs):**

*Candidates should possess most or all of these KSAs:*

- Advanced knowledge of:
  - Coastal and estuarine science, management and ecology;
  - Research, restoration and conservation initiatives supporting those themes; and,
  - Environmental data synthesis and assessment techniques, statistical analyses and presentation formats necessary to communicate status, trends or progress around these themes.
- Knowledge of the strategies and actions to address environmental issues within the Tampa Bay estuary and its watershed, and the ability to formulate new actions and activities based on an accrued understanding of the issues or identified gaps.
- Excellent written and verbal communication skills with the ability to distill complex science/technical topics into both peer-reviewed and public-friendly products.
- The ability to manage multiple technical projects and to communicate technical findings to broad audiences (e.g., scientists, resource managers, the TBEP Management and Policy Boards, and the public).
- The ability to facilitate consensus among stakeholders, scientists and resource managers on complex environmental issues.
- Knowledge of state and federal TMDL, Tampa Bay Reasonable Assurance and BMAP programs in the Tampa Bay watershed.

- Demonstrated ability to develop successful competitive grant applications and manage multi-entity technical projects.
- A self-motivated individual with the ability to work independently, efficiently and with limited oversight.
- Strong organizational skills including the ability to build and coordinate effective working groups and partnerships.
- A valid U.S. driver's license.

*Preferred:*

- Experience in utilizing, building and implementing open data science tools and processes.

**Education & Experience Qualifications:**

The position requires a post-graduate degree (MS or PhD) from an accredited university or college in one of the natural sciences, environmental engineering, or a related field and at least five years of progressively responsible experience in one or a combination of those fields. Preference will be given to candidates who have a demonstrated ability to lead and develop novel data assessments and syntheses for improving management of coastal and/or estuarine resources.

**Compensation & Benefits:**

- Salary: Dependent upon qualifications and experience, between \$65,000-\$80,000
- Pension: TBEP participates in the Florida Retirement System ([www.myfrs.com](http://www.myfrs.com))
- Deferred Compensation: Nationwide 457 Plan available
- Health and Dental: Employer subsidized health. Dental insurance available.
- Life Insurance: Employer paid life \$25,000
- Vacation/Sick Leave/Holidays: Competitive leave package, including annual, sick and 10 holidays
- 37.5-hour work week

**Working Conditions:**

Time spent in this position will be primarily in an office setting. Offsite environmental research, meetings and events, including some outdoors both along and in the Tampa Bay estuary are also likely. Work hours may shift dependent on project assignment. Evening/weekend work may be required. The incumbent should be able to lift 25 pounds and be able to sit and stand for at least 4 hours at a time.

**TBEP Organizational Summary:**

The Tampa Bay Estuary Program (TBEP) is an independent special district of the State of Florida with the mission of building partnerships to restore and protect Tampa Bay through implementation of a scientifically sound, community-based management plan. The TBEP was originally formed as the Tampa Bay National Estuary Program in 1991 and re-organized through an Interlocal Agreement as the Tampa Bay Estuary Program in 1998.

The [Interlocal Agreement](#) was updated in 2015. As provided in the Interlocal Agreement, the TBEP office and staff coordinate implementation of [Charting the Course – a comprehensive conservation and management plan \(CCMP\)](#) for bay restoration. The CCMP serves as the blueprint for bay restoration as mandated under §320 of the federal Clean Water Act.

The Program is directed by a Policy Board comprised of elected officials from the cities of Tampa, St. Petersburg, and Clearwater, the counties of Hillsborough, Pinellas, Manatee, and Pasco, and officials from the U.S. Environmental Protection Agency (EPA), the Florida Department of Environmental Protection, and the Southwest Florida Water Management District (SWFWMD). The Policy Board is advised by senior managers from local governments, agencies, and industry sitting on a Management Board, and with input from a Technical Advisory Committee, Community Advisory Committee, and the Tampa Bay Nitrogen Management Consortium. Various other working groups and subcommittees created and facilitated by the TBEP play important roles in achieving the goals of the CCMP.

As of July 2019, the program is staffed by six full-time positions: an Executive Director, an Ecologist, a Science Policy Coordinator, a Program Administrator, a Community Projects Manager, and a Communication and Outreach Coordinator. Technical and communication support contracts further enable staff in meeting programmatic requirements. Funding is provided by Congressional appropriations administered through the EPA, and by seven local governments, the SWFWMD and Tampa Bay Water pursuant to commitments identified in an Interlocal Agreement. Revenues from a specialty license plate, the Tampa Bay Environmental Restoration Fund, the RESTORE Act and various external grants for special projects administered by TBEP also supplement funding and program activities.

**Application Instructions:**

Submit as one file in PDF format: a cover letter, resume, three professional references, and five peer-reviewed products to Ron Hosler, TBEP Program Administrator, [ron@tbep.org](mailto:ron@tbep.org). The cover letter should not exceed 2 pages in length (1 double-sided page) and explain how the applicant meets the KSAs, qualifications, education and experience requirements listed above. Applications must be received no later than 2:00 P.M. EDT on Friday, August 30, 2019. No phone calls, please.

Applicants selected for interviews will be notified by September 6, 2019. Interviews will be conducted mid-September 2019 by the TBEP Executive Director. The anticipated start date for the new hire is October 1, 2019.

All applications and materials provided to the Tampa Bay Estuary Program are considered public record.

The Tampa Bay Estuary Program is an Equal Opportunity Employer and a Drug Free Work Place.