



601 Embarcadero, Suite 11
Morro Bay, CA 93442
www.mbnep.org

Monitoring Technician Position Announcement

Job Description. This full-time position supports the Estuary Program's Monitoring Program through monitoring and restoration fieldwork, lab work, equipment maintenance, volunteer support, science communication, and data management. The Monitoring Technician reports to the Monitoring Projects Manager.

The Organization. The Morro Bay National Estuary Program brings the community, local governments, nonprofits, government agencies, and landowners together to protect and restore Morro Bay. The Estuary Program is a non-regulatory, not-for-profit organization that conducts monitoring and research, restores natural habitats, and educates residents and visitors on how to keep Morro Bay clean and healthy. The Morro Bay National Estuary Program is one of 28 national estuary programs around the country that are working to safeguard and improve the health of some of our nation's most important coastal waters. The Estuary Program achieves results by closely collaborating with many partners to accomplish our shared goals of protecting and restoring the estuary and the watershed. For more information about the program, visit www.mbnep.org.

Duties and Responsibilities.

- **Watershed Fieldwork:** Conduct water quality fieldwork at creek sites within the Morro Bay watershed, including discrete and continuous monitoring. Support spring bioassessment monitoring. Conduct stream flow monitoring. Maintain and calibrate field equipment. (Approximately 80% of field time.)
- **Estuarine Fieldwork:** Conduct seasonal fieldwork in Morro Bay to monitor eelgrass and other bay habitats. (Approximately 20% of field time.)
- **Restoration Fieldwork:** Support invasive species surveys, plant surveys, photo monitoring, and other restoration monitoring in the estuary and watershed.
- **Lab Analysis:** Analyze water samples for indicator bacteria and other water quality parameters.
- **Data Management:** Enter and manage data using spreadsheets and databases.
- **Volunteer Support:** Facilitate the training and coordination of volunteers.
- **Science Communication:** Support the sharing of information on project and monitoring results through writing of blogs, posters, lectures, etc. Support data analysis and reporting efforts as needed.
- Perform other related duties as assigned.



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Minimum Qualifications.

- Bachelor's degree in a program focused on natural resources management, environmental science, biology, or related field
- Demonstrated experience with environmental fieldwork
- Knowledge of freshwater system hydrology and ecology
- Ability to adapt and troubleshoot in the field
- Ability to swim
- Comfortable on the water in kayaks, paddleboards, or other watercraft
- Must be able to carry up to 50 lbs and traverse over rough terrain to remote field sites in inclement conditions
- Must be detailed-oriented and able to manage multiple responsibilities

Preferred Qualifications.

- Experience using water quality monitoring equipment to measure temperature, pH, turbidity, conductivity, nutrients, stream flow velocity, etc.
- Experience with detailed data management using Microsoft Excel and/or Access
- Experience working in a laboratory setting
- Experience working with volunteers

Pay, Benefits, & Work Environment. This is a non-exempt, full-time position with a pay rate of \$21 to \$24/hour, depending on experience. Preferred start date of early September. For the right candidate, the position could begin at half-time through the end of the year before transitioning to full-time in early 2025. The position is supported by a four-year grant, with the possibility to extend. Benefit package includes sick leave, paid vacation, and holidays. Group health insurance, optional Flexible Spending Accounts, and SIMPLE IRA retirement savings plan with employer match provided. Casual office environment with options for flexible schedules. Position will have field, office, and work-from-home components, with approximately a third of the time spent in the field. Occasional evening and weekend work within the county. Required safety protocols for all staff follow current COVID-related public health guidance. Estuary Program staff are employees of The Bay Foundation of Morro Bay, a nonprofit corporation that provides the administrative framework for the Estuary Program.

How to Apply. Submit a resume and cover letter to the Morro Bay National Estuary Program. Email submissions preferred. Please send to staff@mbnep.org, subject line – *Monitoring Technician Application*. Applications will be reviewed as they are received, and the position is expected to be filled before the application deadline. Applications will be accepted until **Friday, August 16 at 4 p.m.** Proof of valid driver's license, insurance, clean driving record, and reliable method of personal transportation are required for employment and must be confirmed before



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a final offer is made. All offers of employment are contingent upon the successful completion of a background check (including a criminal records check). As parts of our organization work extensively with youth and students, all employees are required to meet Bay Foundation policies regarding working with minors.

Diversity, equity, and inclusion are core values at the Bay Foundation of Morro Bay, and we are committed to creating a diverse workplace. The Bay Foundation is an equal opportunity employer to all, regardless of race, age, ancestry, color, disability, exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex, and sexual orientation.