

# San Jose State University Research Foundation

## Position: Postdoctoral Research Associate

<b>DEPARTMENT:</b>	Moss Landing Marine Laboratories (MLML)
<b>IMMEDIATE SUPERVISOR:</b>	Project Director
<b>POSTING DATE:</b>	01/23/2020
<b>CLOSING DATE:</b>	Open Until Filled
<b>SALARY:</b>	Range: \$50-\$60K per year, Negotiable, DOQ/E Full Time
<b>BENEFITS:</b>	Exceptional benefits for employees and eligible dependents: Company subsidized CalPERS medical selections, 3 PPO's and 7 HMO's; company paid dental and vision insurance for employees and eligible dependents; Life, AD&D, and LTD coverage; paid federal and state holidays; a 403 (b) retirement option with a 7% employer retirement contribution following 1 year of benefited employment, with immediate vesting; vacation accruals and a stand-alone sick leave hours accumulation; and a subsidized post-retirement medical insurance plan for eligible employees.
<b>EXEMPT STATUS:</b>	Exempt (Salary)
<b>APPOINTMENT:</b>	Position is renewable each year dependent on funding.

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### GENERAL NATURE OF POSITION:

Moss Landing Marine Laboratories (MLML) administers the Master of Science in marine science program for California State Universities in northern and central California, and is dedicated to the pursuit of excellence in both education and research. An outfitted marine operations department, active research diving program and state of the art equipment allow for cutting edge research in a wide variety of disciplines including: marine ecology; the biology of marine plants, invertebrates, fishes, turtles, birds and mammals; oceanography and marine geology; chemistry and biogeochemistry. MLML is known for a hands-on, field-oriented approach, which places our students, faculty, researchers and staff at the frontiers of marine science worldwide where discoveries are being made.

The purpose of this position is to help on two long-term monitoring projects evaluating the performance of marine protected areas (MPAs) in California, with the goal of providing data analysis for the decadal review of the statewide MPA network in 2022. The postdoctoral scholar will work under the direction of PIs and other project co-PIs statewide, on data collected by the

California Collaborative Fisheries Research Program (fishery-independent hook-and-line sampling) and a consortium working in deep reef ecosystems (ROV, submersible, video lander, BRUVs, camera sled).

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#### **ESSENTIAL DUTIES & RESPONSIBILITIES:**

1. Lead data analyses for MPA evaluation
    - a. Review and analyze data collected at sea
    - b. Work with technicians to ensure robustness of QA/QC process
    - c. Help to manage the databases for the CCFRP and deep water monitoring programs
    - d. Develop numerical, statistical, and graphical analyses of collected data to evaluate responses of organisms to MPAs and environmental change
    - e. Develop tables, graphs, and video clips for analysis and reporting
  2. Assist with project reporting
    - a. Contribute to writing grant proposals for continued funding of the monitoring programs
    - b. Assist with or take the lead on writing project reports and manuscripts for publication in peer reviewed journals
    - c. Present data at conferences and meetings
  3. Assist in project coordination
    - a. When asked, provide timely, professional response to internal and external communication with partners and participants
    - b. Help to coordinate project meetings with PIs at partnering institutions and other stakeholders
  4. Other duties and responsibilities, as assigned.
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#### **INTERPERSONAL CONTACTS:**

- 1) Reports to Project Director. Will coordinate work assigned to research assistants, communicate with research partners about specific aspects of funded projects, present research findings at meetings and symposia, answer questions from the public about research.
  - 2) Incumbent will also frequently interact with the staff of Moss Landing Marine Labs & the Marine Pollution Studies Lab, researchers from other institutions, research assistants and technicians at Moss Landing Marine Laboratories, administrative support people at MLML, and with outside vendors.
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#### **SUPERVISORY RESPONSIBILITIES**

None, though is responsible for providing guidance and direction to research assistants and technicians.

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#### **QUALIFICATIONS:**

- 1) **Education and Experience**
  - PhD Degree in Marine Ecology, Fisheries, or Oceanography-related field is required.
  - 2 years of experience working with large multivariate data sets preferred.

## 2) Knowledge, Skills, Abilities

### Required:

- Knowledge of oceanography, biology and ecological principles needed for data collection, analysis and quality control.
- Knowledge and experience working with California fishes, invertebrates, and fisheries.
- Knowledge of Windows and Macintosh operating systems and Microsoft Office Suite, especially Access databases.
- Proficiency in conducting data manipulation and statistical analysis in R, ArcGIS, and PRIMER. Experience with general linear models, multivariate statistical analysis, time series analysis, spatial ecological analysis, and Bayesian approaches.
- Skill in carefully conducting analytical procedures.
- Skill in handling and collecting biological data from fishes at sea.
- Ability to positively and productively interact with staff, co-workers, volunteers, other scientific programs and the public.
- Ability to interact using tact and diplomacy with diverse personalities including academic, staff, student and volunteer employees and institutions/organizations.
- Ability to multi-task and organize, prioritize tasks, manage time and meet deadlines.
- Ability to communicate effectively (oral, written, and presentation skills).
- Ability to work independently and also as a collaborator with a team of scientists.

### Preferred:

- Knowledge of SeaGIS video analysis software preferred.

## 3) Complexity of Duties

- Exercise independent judgment in the management and completion of a diverse set of tasks.
- This job requires a person to think and act independently, following general guidance from the project directors. The person in this position will be responsible for leading data analysis of two multi-institution MPA monitoring projects funded by the state of California. As such, the job requires a person with a high level of initiative and capability of conducting complex analyses using a variety of statistical software packages.
- Works on a variety of projects, utilizing many different collecting or sampling methods.
- Works well given specific duties while being efficient and motivated.

## 4) Physical Requirements

- Frequent and ongoing use of a computer terminal to conduct a variety of the more advanced clerical functions and communications.
- Standing and sitting for long periods of time is periodically required;
- Incumbents must have the ability to frequently lift 20 to 50 lb. of marine research sampling gear, with or without aids. Occasional pushing and pulling of marine research sampling gear.
- Must be able and willing to work aboard ships; includes voyages up to 2 weeks at a time.

At sea:

- a) Must be capable of walking around rolling sea deck while at sea.
- c) Must be capable of lifting moderate weights at sea and in port.
- d) Must not be incapacitated by seasickness.

In port:

Normal workdays apply, forty-hour week.

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**NOTE:** This position description intends to describe the general nature and level of work being performed by people assigned to this job. It is not intended to include all duties and responsibilities. The order in which duties and responsibilities are listed is not significant.

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## **BENEFITS:**

### **The comprehensive benefit package includes:**

- a) Ten Health Insurance Plans to choose from
  - b) Free dental and vision for employee and family
  - c) Paid Federal & State Holidays
  - d) Retirement Plan: 403 (b) employee contribution plan component and a 403 (b) employer contribution component
  - e) Vacation and separate sick plans
  - f) Employee Discounts
  - g) Paid Training and Conferences
  - h) Increases based on merit (performance)
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## **APPLICATION PROCEDURE**

To apply for this position, an applicant must submit a formal application for employment, as well as a resume and a cover letter. **Please note: The cover letter should be no more than 2 pages.**

The applicant may do this via e-mail or by regular mail. The formal employment application is located at

<http://www.sjsu.edu/researchfoundation/docs/Employment%20Application.pdf>

**It may also be obtained from the Research Foundation through its website at**

<http://www.sjsu.edu/researchfoundation/open/index.html>.

An applicant may also apply in person by visiting the Research Foundation, located at

210 North 4th Street, 3rd Floor,  
San Jose, CA (corner of St. James and North 4th Streets)

Please address your formal application, your resume and your letter of interest directly to:

San Jose State University Research Foundation  
Attn: HR/Job Code **MLML PDRA**  
210 North 4th Street  
San Jose, CA 95112  
E-mail: [foundation-jobs@sjsu.edu](mailto:foundation-jobs@sjsu.edu)

## **Reasonable Accommodation**

The San José State Research Foundation is committed to providing access, equal opportunity and reasonable accommodation for individuals with physical or mental disabilities in the employment, recruitment, examination, hiring and interviewing processes. If you are a job seeker with a physical or mental disability and require a reasonable accommodation to search, apply, or interview for a job opening or otherwise need a reasonable accommodation during the application and hiring process, please contact us at [foundation-jobs@sjsu.edu](mailto:foundation-jobs@sjsu.edu). In the email message, please indicate your full name, phone number and the type of assistance required. You must not reveal the underlying medical reason for your needed reasonable accommodation or otherwise disclose confidential medical information. You may also call (408) 924-1400 from 8:00am to 5:00pm (PST), Monday through Friday, excluding holidays, to get assistance.

The Research Foundation provides excellent benefits package to benefited employees. Please visit <http://www.sjsu.edu/researchfoundation/humanresources/healthbenefits/index.html> to get more details.

Research Foundation employment is separate and distinct from San Jose State University or State of California employment. Research Foundation employees are not employees of either SJSU or of the state of California.

The San Jose State University Research Foundation (SJSURF) is a non-profit auxiliary of San Jose State University. SJSURF is totally self supported. The majority of the organization's funding comes from the federal government, and other public and private entities. With annual revenues totaling over \$65 million, programs managed through SJSURF cover a rich diversity of applied research, public services, and educational related activities.

SAN JOSE STATE UNIVERSITY RESEARCH FOUNDATION is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin, ancestry, physical or mental disability, medical condition, sex, genetic information, sexual orientation, military and veteran status or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the SJSURF. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current SJSURF employees who apply for the position.

