

San José State University Research Foundation

Position: Marine Ecology Research Associate

DEPARTMENT:	Moss Landing Marine Laboratories
IMMEDIATE SUPERVISOR:	Project Director
POSTING DATE:	December 13, 2021
CLOSING DATE:	Until Filled
SALARY:	\$24.00 – \$28.84 per hour, DOQ/E
EXEMPT STATUS:	Full-Time, Non-Exempt, Benefited, This position is for 12 months, and is a non-academic appointment with the San José State University Research Foundation

GENERAL NATURE OF POSITION

The Molecular Ecology Laboratory at Moss Landing Marine Laboratories (MLML) conducts research on marine biodiversity and marine biological invasions. The lab consists of a professor/project director, research technicians, and graduate students. Projects are supported by grants from regional, state and federal agencies, and private foundations.

The successful candidate will be an employee of the SJSU Research Foundation. The successful candidate will work remotely. The Marine Ecology research associate will install, maintain, collect, and analyze benthic invertebrate settlement panels in Ketchikan, Alaska. The successful candidate will characterize species composition and identify non-native invertebrate species present on these panels. The successful candidate will telecommute and will be expected to participate in frequent video meetings with the project director and other project participants. Summer field-work will be in Ketchikan, Alaska.

ESSENTIAL DUTIES & RESPONSIBILITIES

1. Statistical and biogeographic analysis of species composition and abundance R packages, PRIMER eco-statistics software, and JMP statistical software. bioinformatics software; prepare reports and manuscripts using Microsoft Word, Google Docs, including figure preparation using R packages, and Adobe Creative Suite.
2. Timely deployment, maintenance, and collection of settling plates in Ketchikan, Alaska
3. Species-level identifications of benthic invertebrates and biogeographic analysis, to identify non-native species present.
4. Written summaries of such tasks; keeping accurate and up to date records of work and results in digital notebook form.

5. Field-work management, including organization, cleanliness, safety monitoring; organizing and scheduling tasks to achieve timely completion of assignments.
 6. Working in coordination, productively and positively, with other laboratory members; that includes onshore or boat-based sampling of marine organisms or samples by hand, net, or other conventional oceanography sampling apparatus.
 7. Other duties as needed, including ordering chemicals, reagents, kits, and equipment, personnel scheduling, answering phones, email communications.
 8. Other job-related duties as assigned.
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INTERPERSONAL CONTACTS

- Reports to the project director at MLML. Advises as to the work in progress, and the work that needs attention.
 - Interacts with MLML employees, graduate students, and staff (facilities, safety, library, animal care and administrative personnel) to insure compliance to all relevant MLML, SJSU, and SJSURF policies.
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SUPERVISORY RESPONSIBILITIES

None.

QUALIFICATIONS

Education and Experience

- Ph.D. in Marine Ecology or related discipline is required.
- Two or more months of field ecology work on marine benthic communities of Alaska.
- Taxonomic expertise in native and non-native benthic invertebrates of the Pacific Northwest as demonstrated by research and publications.
- Knowledge of marine non-native invertebrate species or biogeography, demonstrated by research and publications.
- 18 or more months of field-based experience in marine biodiversity sampling, measurement, and assessment.
- 18 or more months experience with deployment, maintenance, collection, and analysis of PVC settlement plates in near shore fouling communities of the Pacific coast.
- 18 or more months of experience using R statistical packages, PRIMER ecological statistical software, JMP statistical software, data analysis and manipulation in Google Earth, and Adobe Creative Suite.
- Four or more publications of marine ecological studies in peer reviewed scientific journals, at least one as lead author.
- Presenter of four or more oral presentations at national or international scientific conferences

Knowledge, Skills, Abilities Required

- Self-motivation: must be capable of initiating and completing challenging field-based projects in a timely manner.
- Will have knowledge of and motivation to enact safe field and laboratory practices.
- Ability to write precise laboratory protocols.
- Ability to write clear, concise scientific reports using specified software.
- A current automobile driver's license and good driving record are required.

- Ability to travel to and work in Alaska for multiple (at least two) trips per year, up to 3 weeks each.

Physical Requirements

- Candidate must be able work up to eight hours continuously in urbanized and un-urbanized maritime environments.
- Must be able to work at a laboratory bench and at a computer workstation.
- Must be able to lift containers of biological samples, liquids or boxes up to 30 lbs.
- Able to work on boats.
- Able to drive an automobile or light truck

Complexity of Duties

- Candidate will manage complex logistics required to conduct field ecological research in Ketchikan, Alaska, including timely travel, purchasing, shipping, storage, of materials to conform to tight project deadlines.
- Candidate will conduct analyses on different sample sets asynchronously and therefore must be able to efficiently shift between tasks.
- Project tasks may be coordinated with other lab personnel; therefore, the candidate must understand how each procedure fits in the larger flow of work. Accurate record keeping is essential.

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.

BENEFITS

The San José State University Research Foundation (SJSURF) provides excellent benefits package to benefited employees. **The comprehensive benefit package includes:**

- a) Nine company subsidized CalPERS health insurance plans to choose from (employee contributions differ according to plan and level of coverage).
- b) Employer paid dental and vision for both employee and eligible dependents.
- c) Life, AD&D, LTD with supplemental coverage opportunities.
- d) 13 paid federal and state holidays.
- e) Retirement Plan: 403 (b) employee contribution plan component and a 403 (b) employer contribution component, which vests immediately.
- f) Vacation hour accruals and separate sick hour accumulations.
- g) Employee discounts.
- h) Paid training and professional development conferences.

Please visit the [Benefits & Compensation page](#) on the SJSU Research Foundation website for more detailed information.

COVID-19 VACCINATION POLICY

As required by the CSU Vaccination Policy, all new hires must be fully vaccinated against COVID-19 starting on September 30, 2021. Fully vaccinated means it has been 14 days after the second dose of the Pfizer or Moderna vaccine has been given, or it has been 14 days after the one dose of the J&J vaccine has been given. Proof of being fully vaccinated does not need to be disclosed until

a job offer has been made, and proof must be submitted after the acceptance of the job offer. New hires may request a reasonable accommodation of the COVID-19 vaccination requirement based on medical or religious reasons. New hires must submit their request for an accommodation form after they accept the job offer, and before their scheduled start date. The reasonable accommodation provided to the employee, if any, will depend on the employee's job and the applicable facts, but it may include weekly COVID-19 testing. New hires who do not submit, before their scheduled start date, proof of being fully vaccinated or a request for reasonable accommodation will have their job offer revoked.

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. The applicant may do this via e-mail. The formal employment application is located on the SJSURF website on the [Forms page](#). **Due to the COVID-19 health crisis, all candidates must submit their application materials to foundation-jobs@sjsu.edu.**

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

San José State University Research Foundation

Attn: HR/Job Code: **ME RA MLML**

E-mail: [Foundation-jobs@sjsu.edu](mailto:foundation-jobs@sjsu.edu)

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.

REASONABLE ACCOMODATION

The San José State University Research Foundation (SJSURF) 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. 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.

ABOUT THE SJSU RESEARCH FOUNDATION

SJSURF employment is separate and distinct from San José State University or state of California employment. SJSURF employees are not employees of SJSU or of the state of California.

SJSURF is a non-profit auxiliary of San José 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.

SJSURF 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.