

San José State University Research Foundation

Position: Post-Doctoral Researcher

DEPARTMENT: Moss Landing Marine Laboratories (MLML)

IMMEDIATE SUPERVISOR: Project Director

POSTING DATE: October 10, 2022

CLOSING DATE: Open Until Filled; For full consideration please submit the application materials by November 1, 2022

SALARY: \$62,500-\$66,500 annually, DOQ/E

EXEMPT STATUS: Exempt, Full-time (100% FTE), Benefited, Position is renewable each year dependent on funding.

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 assist with a long-term monitoring project evaluating the performance of marine protected areas (MPAs) in California and providing information to aid stock assessments and fisheries management of nearshore fish species. The post-doctoral researcher will work under the direction of the PI and other project co-PIs statewide, on data collected by the California Collaborative Fisheries Research Program (CCFRP), a community-based fishery-independent hook-and-line sampling program (website – <https://mlml.sjsu.edu/ccfrp/>), to advance our understanding of fish populations and communities to marine protection, fish habitat associations and the effects of habitat in modifying MPA responses, fish movements using tag-recapture data, database management, and other areas of interest to the applicant.

ESSENTIAL DUTIES & RESPONSIBILITIES

1. Lead data analyses for Marine Protected Area evaluations
 - a. Participate in data collection at sea and assist with logistics for research trips with volunteer anglers and sportfishing captains.
 - b. Work with technicians to ensure robustness of QA/QC process, review data collection and data entry procedures.

- c. Help to manage the databases for CCFRP, stock assessments, and public dissemination.
 - d. Develop numerical, statistical, and graphical analyses of collected data to evaluate responses of fishes to MPAs, habitat variability, 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 program.
 - 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.
 - c. Participate in outreach and education activities with the fishing community, resource managers, and other stakeholders
 - d. Assist students and technicians working on the project with data analysis and project coordination
 4. Other duties and responsibilities, as assigned.
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INTERPERSONAL CONTACTS

- 1) Reports to project director.
 - 2) Will coordinate work assigned to research assistants, communicate with research partners about specific aspects of funded projects, present research findings at meetings and symposia, and answer questions from the public about the research program.
 - 3) Incumbent will also frequently interact with the staff of Moss Landing Marine Laboratories, researchers from other partner institutions (Cal Poly SLO, Cal Poly Humboldt, UC San Diego, UC Santa Barbara, UC Davis, The Nature Conservancy, California Department of Fish and Wildlife), research assistants and technicians at MLML, administrative support people at MLML, and with outside vendors.
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SUPERVISORY RESPONSIBILITIES

None, though the post-doctoral researcher will be tasked with providing guidance and direction to students, research assistants, and technicians.

QUALIFICATIONS

Education and Experience

- PhD Degree in Marine Ecology, Fisheries, or Oceanography-related field is required.
- 2+ years of experience working with large complex multivariate data sets preferred.

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 and fisheries.

- Knowledge of Windows and Macintosh operating systems and Microsoft Office Suite.
- Knowledge of relational database structure and management including graphical user interface (e.g. Microsoft Access) and command line language such as SQL.
- Proficiency in conducting data manipulation and statistical analysis in R, ArcGIS, and other statistical packages. Experience with general linear models, multivariate statistical analysis, time series analysis, spatial ecological analysis, and Bayesian approaches.
- Scientific writing skills demonstrated in peer reviewed publication record.
- 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.

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

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 an 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) 14 paid federal & 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. Additionally all employees are required to have booster shots and provide proof to SJSU by 02/28/2022 or after the six months from the final dose of the original vaccination, whichever is later. 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 detailed cover letter describing their experience and interest in the position. The formal employment application is located on the SJSURF website on the [Forms page](#). **All candidates must submit their application materials to foundation-jobs@sjsu.edu. Please add **MLML POST-DOC** to the subject line of the email.**

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.