

# Job Vacancy Announcement

## Coastal Scientist

### Environmental Scientist

(2) Full-Time, 12-Month Limited-Term Position(s)  
(with the possibility of permanent employment)

10/3/2018

**About BCDC.** The award-winning San Francisco Bay Conservation and Development Commission (BCDC) is a State of California government agency located in the City of San Francisco with regulatory and planning responsibilities over San Francisco Bay, the Suisun Marsh, salt ponds, and along the Bay Area's nine-county shoreline. BCDC is guided in its actions by state and federal laws, policies, and regulations including: the McAtteer-Petris Act, Suisun Marsh Preservation Act, Coastal Zone Management Act, San Francisco Bay Plan, Suisun Marsh Protection Plan and various special area plans.

**The Position.** The Coastal Scientist will perform complex and specialized environmental and natural resource analysis, policy analysis, technical research, and studies involving vulnerability assessments and adaptation planning for resilience of shoreline development and natural areas to rising sea level, ecosystem management and restoration, Bay filling and dredging, resource conservation, and public use and enjoyment of the Bay as staff to the San Francisco Bay Conservation and Development Commission. The Coastal Scientist will work primarily as part of the Adapting to Rising tides program to address rising sea level.

#### Essential Job Functions.

- Research and evaluate technical reports and proposals, conduct resource analysis and planning studies, while working in a collaborative team environment.
- Analyze complex policy proposals, natural resource programs or land use and development issues or projects and make recommendations for action on amendments to the Commission's laws, policies and regulations.
- Development of collaborative communication, engagement and outreach materials that are designed to communicate with specific audiences, including elected officials, technical experts, topic area experts, federal, state and local agencies and organizations, non-governmental organizations, private sector and business interests and members of the public; and develop communication and training material for BCDC staff and Commissioners that translates technical and scientific findings into information that is meaningful and clear.
- Participates in various BCDC staff programs, staff meetings and projects, such as partnerships with scientists, or other collaborative efforts.

**The Candidate.** The candidate should be an effective and analytical problem solver with excellent writing and public speaking skills and the capacity to become a strong facilitator and negotiator. The person should be

dedicated, mature, collaborative, and independent. The candidate should be able to manage complex projects. The person should have knowledge of California land use and environmental law, be familiar with relevant trends in coastal and land use planning and policy and possess a background in or familiarity with resource conservation, urban and natural resource project design, and the social, natural and political sciences. Lastly, the candidate should appreciate BCDC's mandate to balance conservation and development of the Bay's diverse resources.

**Employment Term.** Full-Time, 12 months limited-term with the possibility of becoming permanent or extended to 24 months limited-term.

**Salary and Benefits.** Environmental Scientist salary range: **\$3,668 to \$7,013**. Benefits include paid vacation/sick leave or annual leave; public transit subsidy; 11 paid holidays each calendar year; health, dental, and vision benefits; and deferred compensation and retirement benefit programs.

**Eligibility.** Candidates must be eligible for appointment to the California civil service classification of Environmental Scientist (ES). Current State employees or former State employees with transfer or reinstatement rights at the ES level may apply. To be eligible for transfer or reinstatement, applicants must meet the minimum qualifications of the ES classification. Appointment is subject to the State Restriction of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, reinstatement status, or list eligibility in the Examination or Job Title section on the State Application Form 678. If you are not a current or past State employee and have not successfully participated in an appropriate civil service examination, you cannot be considered for this position. For more information on the State hiring process, please visit the CalHR website at [www.jobs.ca.gov](http://www.jobs.ca.gov).

**Application.** All applicants must submit a standard State of California application form (STD 678) (<https://www.jobs.ca.gov/pdf/std678.pdf>), a resume, one writing sample (5 pages or less), and a minimum of three professional references. Identify the Job Title section of the Application: *Environmental Scientist (BCDC)*. Please submit your Application and materials to:

**Human Resources Office  
CA Coastal Commission  
45 Fremont Street, Suite 1930  
San Francisco, California 94105-2219.**

(415) 904-5430 or toll free (866) 831-2540 or [HumanResources@coastal.ca.gov](mailto:HumanResources@coastal.ca.gov)

**Application Deadline.** Applications will be accepted until position is filled. However, applications received by **October 16, 2018** will be given first priority consideration. Applications will be screened and the most qualified candidates interviewed. Relocation expenses will not be reimbursed.

**Special Interview Arrangements.** If you have a disability and/or need specific arrangements for interviews, please mark the box in Item 2 of the Job Application. We will contact you to make specific arrangements. Assistance for the hearing impaired on job-related matters is available by phone (711).

**For More Information.** See website at: [www.bcdc.ca.gov](http://www.bcdc.ca.gov) or contact Steve Goldbeck, at 415-352-3611 or [steve.goldbeck@bcdc.ca.gov](mailto:steve.goldbeck@bcdc.ca.gov).