

The **Pacific Shellfish Institute (PSI)** is seeking a **Research Director** with a strong work ethic and growth mindset, possessing excellent technical, written, and inter-personal communication skills, and the ability to acquire research funding supporting PSI's mission. PSI is a Section 501(c)(3) private nonprofit organization formed in 1995 to develop and disseminate scientific and technical information of value to the public, shellfish farmers, and public officials in connection with shellfish-related environmental and human health issues. Our mission is "*Fostering sustainable shellfish resources and a healthy marine environment through research and education.*" PSI maintains an office and laboratory in Olympia, Washington. Current PSI staff bios are at: www.pacshell.org/about-us.asp

PSI research and educational activities are aimed at supporting sustainable shellfish production and restoration, protecting marine ecosystems, reducing user-conflicts, and informing coastal planning decisions. PSI emphasizes sound science, broad partnerships and meaningful stakeholder collaboration. Our vision is healthy ecosystems and sustainable coastal communities that understand the ecological, economic, and social contributions of shellfish and shellfish aquaculture to the region.

PSI Research Director tasks include:

- Develop and advise collaborative research in estuaries along the U.S. west coast.
- Engage with domestic and international researchers on projects advancing shellfish science and stakeholder involvement.
- Work independently and in collaboration with university, public agency, tribal, NGO and shellfish industry leadership and staff to conduct public and privately funded research, education, outreach, and biological surveys.
- Oversee, organize, and conduct field research, including tide-dependent and boat-based work.
- Develop and execute field and lab sampling and associated analytical protocols.
- Develop and maintain accurate datasets, conduct statistical analyses, and effectively communicate results to technical and non-technical audiences.
- Use Microsoft, Adobe, and various mapping and statistical software programs to compile and analyze data, and to prepare reports and visual displays of information.
- Prepare technical reports, grant applications, general fact sheets, online content, and oral presentations for funders, collaborators, professional organizations, and other stakeholders and the general public.
- Prepare research results and manuscripts for peer reviewed publication.
- Supervise and mentor PSI staff and technicians in a small team environment.

Compensation & Benefits:

Full time, \$78K-\$87K annually, based on qualifications. Benefits include medical insurance, an individual retirement account (IRA), holiday and personal leave, and 10 paid holidays.

Application process:

Open immediately, until filled. *Email inquiries only please.* Cover letter and resume should be directed to Bobbi Hudson, PSI Director, at bobbi@pacshell.org. Successful candidates will be contacted to provide references, writing samples, and invited to an interview.

Must be able to:

- Develop research strategies that fill information gaps and support sustainable shellfish production on the U.S. west coast.
- Communicate effectively and courteously to professionally engage with research and education partners, shellfish farmers and the public, covering diverse topics related to shellfish biology, nearshore ecology, ocean acidification, shellfish farming practices, and recreational and commercial shellfishing regulations.
- Efficiently operate personal computers and requisite software to enter, extract, query, and summarize data, perform data analysis, and generate correspondence and reports and peer reviewed publications.
- Work in inclement weather, in remote on-water or near-water locations.

Schedule & Location:

- Flexible to start, but the PSI Research Director is envisioned as full-time to support PSI's growth and expanding collaborative, multi-disciplinary research portfolio.
- This position is expected to engage with other PSI staff in-person on a regular basis at PSI's office and laboratory in Olympia, Washington. Flexible partial remote status.
- This position will be developed by the successful candidate and is contingent on the acquisition of new research funding suited to the candidate and their interests.
- Flexible, but generally Monday-Friday, 8am to 5pm. Periodic field work during early mornings, nights, and weekends. Field work will require travel to Puget Sound and coastal estuary beaches, to perform research during low tide series (most commonly in Washington in spring-summer months during daylight low tides).
- Occasional out-of-state travel for fieldwork, project meetings and conferences.

Desired qualifications:

- A PhD in fisheries, or natural resource, marine or environmental science.
- Professional experience in fish/ wildlife/ habitat research, with publications.
- Excellent technical, written, and inter-personal communication skills.
- Experience managing scientists and field researchers.
- Demonstrated success obtaining grant funding for applied research.
- Demonstrated success collaborating with private businesses, tribal entities, and governmental and non-governmental stakeholders on natural resource issues.
- Ability to work well in a team environment and mentor team members on field/lab techniques and best practices, and data analysis and manuscript preparation.

Preferred candidates will have knowledge of:

- Methods of marine aquaculture, fisheries and biological research.
- Standard laboratory and field methods, and data processing and statistical analysis.
- A variety of U.S. west coast marine species, their habitats, and life histories.
- The regulatory framework for permitting U.S. marine aquaculture operations.

Pacific Shellfish Institute is committed to attracting and retaining a diverse staff, and we strive to create and maintain an environment that is inclusive, equitable and welcoming.