

The **Pacific Shellfish Institute (PSI)** is seeking a full time **Research Biologist** with a strong work ethic, the ability to take initiative and work independently, and possessing excellent technical, written, and inter-personal communication skills.

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](http://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. Most of our activities focus on publicly funded research projects to evaluate the ecology, health and diseases of shellfish. We also conduct social research to characterize the status of shellfish production and restoration along the West Coast, including socio-economic assessments of the benefits and costs of shellfish production, and barriers to entry for the shellfish industry. 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 Biologist tasks include:

- Participate in developing applied research in estuaries along the U.S. west coast.
- Work independently and in collaboration with university, public agency, tribal, NGO and shellfish industry staff to conduct public and privately funded research, education, outreach, and biological surveys.
- Organize and conduct field operations, including assisting in scheduling around tides and in consideration of marine weather forecasts.
- Process field and lab samples, assuring sampling and analysis protocols are adhered to, and data are entered correctly.
- Assist in development and maintenance of accurate datasets for analysis.
- Use Excel, Word, Power Point, ArcGIS, and various statistical and Adobe software to compile and analyze data, and to prepare reports and visual displays of information.
- Prepare written reports, grant applications, general fact sheets, online content, and oral presentations for funders, collaborators, professional organizations, and others.
- Prepare research results for peer reviewed publication.

Compensation & Benefits:

Full time, \$24-\$28/hour, depending on qualifications. Benefits include medical insurance premium reimbursement, HSA contributions, an individual retirement account (IRA), holiday and personal leave, and 10 paid holidays annually.

Must be able to:

- Communicate effectively and courteously to professionally engage with research and education partners 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 to enter, extract, query, and summarize data, perform data analysis, and generate correspondence, tables, and reports.
- Work in inclement weather, in remote on-water or near-water locations.
- Walk and move gear (up to ~40 pounds) moderate distances (~1mi) in intertidal, often muddy environments.
- Have a valid driver's license and a reliable vehicle. Milage reimbursement (\$0.56/mile) provided for travel for field work, outreach events, and meetings.

Schedule:

- 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, Hood Canal, and coastal estuary beaches, to perform research during low tide series (most commonly spring-summer months during daylight low tides).
- Occasional out-of-state travel for field work, outreach events, and meetings.

Desired qualifications:

- A Bachelor's and/or Master's degree in fisheries, or natural resource, marine or environmental science.
- Professional experience in fish/ wildlife/ habitat research.
- Boating experience and a current Boater Safety Certification.

Preferred candidates will have knowledge of:

- Methods of fisheries and biological research.
- Standard laboratory and field methods and statistical data processing.
- A variety of marine species, their habitats, and life histories.
- ArcGIS, and Excel software for data compilation, synthesis and visualization.
- Grant writing and demonstrated success.

Application process:

*Email inquiries only please.* Cover letter and resume should be directed to Bobbi Hudson, PSI Executive Director, at [bobbi@pacshell.org](mailto:bobbi@pacshell.org)

Successful candidates will be contacted to provide a writing sample, references, and invited to schedule a virtual interview. The final successful candidate is anticipated to be notified in June 2021.

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.