



## **Salmon Recovery Coordinator**

**The Coast Salmon Foundation is looking for a collaborative, conservation-minded person with strong interpersonal skills who is passionate about salmon and steelhead on the Washington coast.**

### **Organizational Background**

The Salmon Recovery Coordinator is an employee of the Coast Salmon Foundation, a 501 (c) (3) nonprofit organization based in Aberdeen, Washington. The Foundation serves as fiscal sponsor to the Coast Salmon Partnership, which is the Washington State salmon recovery organization formed by Interlocal Agreement among Tribes, counties, cities, and port districts of the Washington coast. The Washington Coast Salmon Recovery Region spans the geography from Cape Flattery to Cape Disappointment. The Partnership and Foundation serve a network of partner organizations that implement salmon recovery and restoration from start to finish. Our role is to facilitate collaborative decision making in support of salmon restoration and recovery on the Washington Coast. We equip our partner organizations with the resources they need for on-the-ground work, including administrative and technical support, fundraising, and outreach.

The Washington Coast Salmon Recovery Region produces the most abundant and diverse wild Pacific salmon populations in the contiguous United States. The region has more than half of the Washington's salmonid populations that are not currently listed under the Endangered Species Act (ESA). Since the Coast Salmon Partnership was formed in 2009, our focus has been on preventing ESA listing through sustainability planning, and this distinguishes our work from other regional salmon recovery organizations in Washington State. However, as salmon and steelhead numbers continue to decline in coastal watersheds, we are adapting our approach. A specific focus on federally-listed species is needed, with the most immediate need to support implementation of the Lake Ozette Sockeye Salmon Recovery Plan.

### **Position Summary**

The Salmon Recovery Coordinator oversees the collaborative and strategic implementation of salmon recovery actions for the Washington Coast Salmon Recovery Region, including all-H strategies (habitat, hatchery, harvest, and hydropower) as described in federally-approved recovery plans. The Salmon Recovery Coordinator will serve as the ESA specialist for our organization and will support existing and emerging needs associated with federal listings of salmon and steelhead. This work will be accomplished in support of tribal and state co-managers, federal agencies, and local governments, all of which have responsibilities under the ESA. The incumbent will initially focus on implementation of the Lake Ozette Sockeye Salmon Recovery Plan, with future work anticipated for other federal listings on the Olympic Peninsula or Washington coast.

The Salmon Recovery Coordinator is responsible for strategy and logistics, technical workgroups and meetings, science communication, and data summarization. This position reports to the Executive

Director and has frequent communication with the North Pacific Coast Lead Entity coordinator. The position is part of a six-person staffing team who have diverse expertise in strategic planning, habitat restoration, spatial data, business administration, and communications. Employees operate in a supportive and collaborative work environment and are expected to take individual leadership in their respective area of expertise.

This position requires experience with ESA recovery plans, with preference given to those with a background in Washington State salmon recovery. The incumbent should have the ability to connect individual data sets and projects with broader program objectives for species and habitat. The incumbent should be comfortable with diverse viewpoints and disagreements and have the ability to move past disagreements to identify paths forward. A firm understanding of tribal treaty rights, knowledge of regulations pertaining to habitat restoration, and willingness to work in remote field locations are needed in this position.

### **Job Functions**

The position works collaboratively with tribal and state co-managers, federal agencies, local governments, conservation districts, and nonprofit organizations engaged in salmon recovery on the Washington coast. Performance will be evaluated based on effective communication, leadership of group decision making, and delivery of written and oral products.

- **Development and implementation of Lake Ozette Sockeye action plan.** This position will oversee the development of an action plan for the recovery of Lake Ozette Sockeye Salmon and contribute to its implementation. The action plan will prioritize on-the-ground activities consistent with the federally-approved Lake Ozette Sockeye Salmon Recovery Plan. The incumbent will convene and organize a technical workgroup, clarify entity roles and responsibilities for salmon recovery activities, and summarize workgroup findings in written and oral formats. The incumbent will prepare funding proposals and permit applications in collaboration with other entities. The incumbent is responsible for identifying barriers to the implementation of recovery plan actions and for identifying solutions to these barriers.
- **Preparation for 5-year status reviews.** This position will consolidate information needed for NOAA 5-year status review of Lake Ozette Sockeye Salmon, including salmon reporting metrics and threats analysis. The incumbent will work with tribal and state co-managers to finalize annual estimates of viable salmonid population (VSP) metrics and will coordinate reporting of VSP metrics with NOAA Fisheries.
- **Endangered Species Act response.** As needed, this position will assist in the development of additional recovery plans and reporting for the Washington Coast Salmon Recovery Region as required by the Endangered Species Act. This includes any new ESA listings in the region. The incumbent will contribute to technical and policy discussions needed to develop recovery plans of any newly listed species and will summarize information in written and oral formats.

### **Knowledge, Skills, and Abilities**

- Knowledge of Washington state salmon recovery,
- Knowledge of tribal sovereignty and treaty rights,
- Knowledge of habitat protection and restoration, including regulatory requirements

- Ability to facilitate constructive discussions with diverse groups of people and ideas
- Ability to work independently, multi-task, and prioritize work
- Experience with ESA recovery plans (planning and/or implementation)
- Experience synthesizing technical and policy information,
- Experience with Microsoft Office Suite, ArcGIS, and R software (preferred)

## Qualifications

**Education:** A Bachelor's or Master's degree from an accredited university or college in environmental science, environmental policy, fisheries, or a related field. Master's degree is preferred but not required.

**Experience:** Professional experience in conservation planning and strategy, habitat restoration, science communication, and workgroup facilitation. Experience with fisheries data analysis is preferred but not required.

**Transportation:** Must have a valid driver's license and a vehicle available to be used for work.

## Working Conditions

This is an exempt, full-time, salaried position. Office location is flexible and may include the Coast Salmon Foundation office in Aberdeen, Washington, a home office, or some combination thereof. The incumbent must be willing and able to travel throughout the Washington Coast Region. Frequent travel to Neah Bay is expected.

Time spent in this position will be split between an office setting, out-of-office meetings/events, and field work. This incumbent will periodically work outside of the normal work day (9a.m. – 5p.m. Monday – Friday) and occasionally on weekends.

## Compensation

- Salary range \$70,000 to \$85,000 per year, depending on experience and qualifications.
- Paid holidays, sick leave, and vacation leave. Other leave as provided by law.
- Group health insurance (75% covered by employer) and retirement benefits (up to 3% employer match).
- Approved travel is compensated at rates established by the Office of Financial Management for the State of Washington.

## To Apply

- Send cover letter, resume, and contact information for 3 professional references to Mara Zimmerman, Executive Director, Coast Salmon Partnership and Foundation [mara@coastsalmonpartnership.org](mailto:mara@coastsalmonpartnership.org).
- Recruitment is open until filled. A review of applications will begin on September 30, 2024.

*The Coast Salmon Foundation is an affirmative action/equal opportunity employer. All qualified applicants will receive consideration for employment without discrimination based on race, color, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other factors protected by law.*