



## **Recruitment Announcement for the Interagency Ecological Program Lead Scientist**

**10/24/14**

The Delta Stewardship Council (a state agency formed under the Delta Reform Act of 2009) and the Interagency Ecological Program (IEP) are beginning the recruitment process for the IEP Lead Scientist. This position presents an exciting opportunity to help shape one of the longest-running environmental monitoring and research programs on the West Coast.

The IEP is a consortium of three state and six federal agencies (California Department of Fish and Wildlife, Department of Water Resources, State Water Resources Control Board, Bureau of Reclamation, U.S. Fish and Wildlife Service, U.S. Environmental Protection Agency, U.S. Corps of Engineers, National Marine Fisheries Service, and United States Geological Survey). It has been conducting cooperative ecological investigations since the 1970s and is one of the earliest examples of an interorganizational network on the West Coast.

The IEP (<http://www.water.ca.gov/iep/>) coordinates and executes most of the state and federal monitoring activities related to the impacts of water operations on the valued ecosystem components of the upper San Francisco Estuary, particularly related to special-status fish species and the habitats they depend on. It also conducts and funds applied research on multiple stressors affecting special-status fish species and ecosystem functions. These research and monitoring activities have resulted in numerous publications in the peer-reviewed literature. The information developed from program activities is used by participating IEP agencies to help them manage Reasonable and Prudent Alternatives outlined in the Biological Opinions for salmonids and Delta Smelt, and to meet permit requirements of the Bay-Delta Water Quality Control Plan to appropriately balance beneficial uses of the Delta and its tributaries. Data collected and information generated by the IEP provide the basis for determining the effectiveness of environmental management actions in the Delta and, to some extent, those related to reservoir operations.

A new approach to collaborative science is taking hold in pursuit of the coequal goals articulated in the Delta Plan of the Delta Stewardship Council of a more reliable water supply for California and protecting, restoring and enhancing the Delta ecosystem. There are few other locations in the world where the consequences of water management decisions bear such

significant consequences to both economic development and sustaining a fragile ecosystem than the Sacramento – San Joaquin River Delta.

#### The IEP Lead Scientist

Because of the critical role of the IEP in implementing the Delta Science Plan, the IEP Lead Scientist is housed in the Science Division of the Delta Stewardship Council, which is the oversight agency charged by the Delta Reform Act of 2009 to base implementation of the Delta Plan on “best available scientific information.” While the Lead Scientist reports directly to the Deputy Executive Officer for Science at the Delta Stewardship Council, she or he, in close collaboration with the Directors, Management Team and Coordinators of the IEP,

- sets the vision and direction for the IEP science agenda,
- provides oversight of IEP science efforts, acts as the chief science advisor to the Coordinator Team and Directors, and
- provides collaborative science leadership for effectively and consistently turning the large amount of data and information produced by the IEP and others into usable knowledge.

The IEP Lead Scientist is a state civil service position under the proposed classification of *Environmental Program Manager I*. The IEP Lead Scientist currently supervises one scientist provided through the University of California Sea Grant Fellowship Program. Additional staff members may be assigned to the Lead Scientist following the completion of and implementation of a business practices review. The salary range for this position is \$119,000-135,000 per year.

The desired characteristics/qualifications of candidates for this position are:

- 1) Stature in the scientific community, demonstrated by peer-reviewed publication record, participation on scientific review panels and advisory bodies, and as invited speaker at scientific conferences, symposia, and workshops.
- 2) Ability to work and think across traditional disciplinary boundaries, particularly in areas of applied science.
- 3) Leadership qualities that (a) combine strategic, generative, and practical thinking and ability to communicate effectively with the nine agency directors that oversee and allocate resources to the Interagency Ecological Program, (b) recognize, promote, and generate additional value with other science programs, and (c) demonstrate an empowering, participatory leadership style required for the success of interorganizational networks. Other leadership qualities include being able to effectively manage change, and represent an independent voice.

- 4) Ability to develop and sustain cooperative and collaborative working relationships with representatives of all levels of government, the public, and the executive and legislative branches.

The application process consists of two distinct steps. Candidates are required to pass an online civil service examination prior to being considered for the position. The online examination instructions can be found here: <https://jobs.ca.gov/JOBSGEN/PB194.PDF>. Once candidates have passed the examination, they are placed on the eligibility list for further consideration. Those interested in taking the civil service examination for the Environmental Program Manager I class are highly encouraged to contact Rainer Hoenicke, Deputy Executive Director for Science at the Delta Stewardship Council, at [rainer.hoenicke@deltacouncil.ca.gov](mailto:rainer.hoenicke@deltacouncil.ca.gov) prior to November 25, 2014. The online examination portal can be found here: <http://www.calhr.ca.gov/state-hr-professionals/pages/0762.aspx>.

Eligible candidates that are currently on the Program Manager III civil service list may also be considered. While the minimum educational qualification for this class in general is possession of a bachelor's degree, eligible candidates for this specific position require a doctoral degree to be considered and a minimum of five years of broad and extensive experience as a scientist, with a minimum of two years of supervisory or managerial experience.