



SAN FRANCISCO BAY
BIRD OBSERVATORY

San Francisco Bay Bird Observatory

2/1/2024

Field Biology Intern

The San Francisco Bay Bird Observatory (SFBBO) is a regional not-for-profit organization dedicated to the conservation of birds by conducting scientific research, avian population monitoring, habitat restoration, and connecting people to nature. We conduct this work in support of bird and habitat conservation.

We are looking for someone to join our team as a field biologist intern. The intern will conduct waterbird surveys in urban areas and within the baylands of South San Francisco Bay, with supplemental assistance with additional field biology projects. The intern will receive training and mentorship from SFBBO staff and will develop their skills in waterbird survey techniques and data management.

This position is part-time (10-20 hours per week) and expected to last from March 1st until August 2024. The exact time and duration will depend on the duration of field surveys as determined by the intern's capabilities and interests. The work is expected to be centered in either Oakland, CA or Milpitas, CA.

In this role you will:

- Be mentored in designing an independent research project on habitat conditions and nest success of Black-crowned Night-Herons in Oakland, CA
- Receive mentorship in scientific analysis, statistics, and technical writing
- Conduct waterbird surveys and water quality sampling at sites throughout the Bay Area
- Learn survey methods for state-listed threatened species including Snowy Plovers and Least Terns
- Work with SFBBO staff and volunteers to coordinate field work
- Enter, proof, and manage data collected
- Assist with equipment maintenance and other SFBBO projects as assigned

Required Qualifications:

- Pursuing or have recently obtained a degree or certificate in biology, ecology, or related field
- A strong interest in waterbirds and field ecology and passion for science
- Strong independent work ethic, organizational skills, and attention to detail—for both diligently recording observations and for effectively developing an independent project
- Ability to navigate and orient using maps
- Ability to work effectively independently and as part of a team
- Good oral and written communication skills

Preferred Qualifications:

- Experienced at bird identification for waterbird species of the San Francisco Bay (including shorebirds, waterfowl and gulls)
- Valid driver's license and a clean driving record and off-road driving experience for driving to field sites (*not* required; see Our Commitment To Diversity below)
- Working knowledge of data entry (Microsoft Access or Microsoft Excel)
- Basic familiarity with statistics

Schedule and Physical Requirements:

- The ability to traverse uneven, rough, or inclined terrain while in the field in order to carry out field surveys. The individual will be exposed to outdoor elements (mud, sun, dust, salt spray) while conducting field surveys.
- The ability to tolerate long field days in isolated locations (up to 8 hours).
- Irregular hours on field survey days, including early mornings, evenings, and occasional weekends. We are happy to work with applicants around their school schedule and/or other duties.
- The person in this role will sometimes need to move or transfer materials weighing up to 20 pounds.
- Reasonable accommodations will be made to allow individuals to perform the essential functions of this position.

Our Commitment to Diversity

SFBBO is an equal opportunity employer and welcomes everyone to our team. We firmly believe that diverse employee teams help us to achieve our best organizational outcomes and provide the most effective support to the equally diverse communities we serve. We are deeply dedicated to creating and maintaining an inclusive, equitable and

supportive work environment. We believe in growth and supporting our employees as best we can so they can become their best selves in and outside of work. A healthy work environment means building an inclusive culture where people can thrive together and feel supported and empowered. We strongly encourage people of all backgrounds and identities, including but not limited to people of color, lesbian, gay, bisexual, queer, transgender and non-binary people, veterans, parents, and individuals with disabilities to apply. If you need reasonable accommodation at any point in the application or interview process, please let us know. In your cover letter, please feel free to note which pronouns you use (they/them, she/her, he/him, etc.).

Because ecology fieldwork often is conducted at odd hours (sunrise) and in remote locations, access to a personal vehicle and schedule conflicts are frequently an impediment to students and other earlier career scientists seeking to gain experience. SFBBO is committed to creating an internship that is as accessible as possible, and are happy to work with applicants to craft a final set of duties and responsibilities that meet the needs and interests of the applicant. At a minimum, the ability to access either Oakland or Milpitas by public transit is necessary, but field duties in more remote locations may be adjusted to the intern's accessibility needs.

Compensation

Compensation is \$17.20/hour. This is a part-time position, with an expected range of 10-20 hours per week with the final number of hours negotiable depending on the intern's interests and capabilities. There are options for remote work and flexible hours on non-field days. An SFBBO vehicle or reimbursement for use of a personal vehicle will be available for pre-approved, work-related travel. SFBBO will also provide most field gear, including a spotting scope.

To Apply

Please email a resume with three references (professional or professor references preferred, but personal references OK), and a cover letter telling us why you are interested in this internship and what capabilities you would bring to our team to Amy Parsons (aparsons@sfbbo.org). If you have questions about the position, reach out to Waterbird Science Director Nathan Van Schmidt at nvanschmidt@sfbbo.org. The positions will be open until filled, but we anticipate reviewing applications and interviewing candidates as early as Feb 12th.