



Postdoctoral Scholar in Watershed Resilience

POSITION TITLE

Postdoctoral Scholar in Watershed Resilience

DESCRIPTION

The [Center for Coastal Climate Resilience](#) at the University of California, Santa Cruz (UCSC) invites applications for a **Postdoctoral Scholar in Watershed Resilience**. This postdoc will work with partners at The Nature Conservancy (TNC), Point Conception Institute (PCI), and NOAA Southwest Fisheries Science Center (NOAA) to design and implement a research and restoration plan for the Jalama Creek watershed, within TNC's [Jack and Laura Dangermond Preserve](#). The Dangermond Preserve protects a [unique stretch of wild California coastline](#) at Point Conception, a hotspot for native California biodiversity. The postdoc will help design and implement a freshwater science and watershed restoration plan for Jalama Creek that includes the removal of several dams and the restoration of endangered Southern California steelhead (*Oncorhynchus mykiss*). This project will create a framework for undertaking integrated watershed science and restoration projects in California and beyond. The postdoc will be co-mentored by Dr. Eric Palkovacs (UCSC), Dr. Walter Heady (TNC, PCI), and Dr. John Carlos Garza (NOAA, UCSC).

The Postdoctoral Scholar will bring expertise in freshwater and fisheries ecology. The ideal candidate will have a strong background in stream ecology, watershed and fisheries restoration, undergraduate mentoring, and science communication. The selected candidate will work closely with partners in academia, federal and state agencies, and non-governmental organizations.

Specific tasks may include:

- Designing a scientific monitoring protocol for the watershed
- Working with partners and stakeholders to design and implement restoration plans
- Designing studies to use restoration actions as management experiments
- Leading field and lab work to collect data on abiotic and biotic stream variables
- Analyzing data and interpreting results
- Mentoring undergraduate research assistants
- Communicating science through peer-reviewed publications and professional talks
- Conducting outreach to the public through talks, workshops, and other outlets

ACADEMIC TITLE

Postdoctoral Scholar

SALARY

Commensurate with qualifications and experience. Minimum annual salary rates are made based on the individual's Experience Level, which is determined by the number of months of postdoctoral service at any institution. See current salary scale for Postdoctoral Titles at <https://apo.ucsc.edu/compensation/salary-scales/index.html>

PERCENT TIME: Full time (100%)

JOB LOCATION: Santa Cruz, California

BASIC QUALIFICATIONS

- Ph.D. (or equivalent foreign degree) in ecology, fisheries, or closely related field
- Demonstrated expertise in freshwater ecology
- Experience designing field studies in stream ecology
- Familiarity with standard stream and fish sampling protocols
- Experience collecting data on abiotic and biotic stream variables
- Strong record of publication in peer-reviewed journals
- Enthusiasm for working with diverse partners

PREFERRED QUALIFICATIONS

- Experience with restoration ecology
- Familiarity with fish and benthic macroinvertebrate identification
- Experience with state and federal permitting requirements
- Experience working with teams of scientists and conservation practitioners
- Experience in network analyses or structured decision frameworks
- Familiarity with freshwater and fisheries issues in California

TERM OF APPOINTMENT

The initial appointment will be for two years. Renewal beyond the initial two-year appointment is contingent on performance and the availability of funding. The total duration of an individual's postdoctoral service may not exceed five years, including postdoctoral service at any institution.

The postdoctoral scholar will be supervised by Dr. Eric Palkovacs, Professor of Ecology and Evolutionary Biology, University of California, Santa Cruz. The postdoc will be a core member of the [Freshwater and Coastal Ecology Lab](#) and [Fisheries Collaborative Program](#).

APPLICATION WINDOW

For full consideration, submit all materials by **March 1, 2024**. Applications received after this date will be considered only if the position has not been filled.

POSITION AVAILABLE

As soon as possible but no later than July 1, 2024.

HOW TO APPLY

Please submit application materials via email to Professor Eric Palkovacs epalkova@ucsc.edu

DOCUMENTS/MATERIALS

- Cover letter describing your interest in the position and briefly summarizing qualifications
- Curriculum Vitae – Updated CV, which must include a list of publications
- Names and contact information for 3-5 professional references. The committee will contact references for those applicants under serious consideration.

RECRUITMENT PERIOD

Full consideration will be given to applications received by March 1, 2024. Applications received after this date will be considered only if the position has not been filled.

UCSC is committed to promoting and protecting an environment that values and supports every person in an atmosphere of civility, honesty, cooperation, professionalism, and fairness. UCSC expects that every campus member will practice these Principles of Community.

<https://www.ucsc.edu/principles-community/>

Campus Information

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. UC Santa Cruz is committed to excellence through diversity and strives to establish a climate that welcomes, celebrates, and promotes respect for the contributions of all students and employees. Inquiries regarding the University's equal employment opportunity policies may be directed to the Office for Diversity, Equity, and Inclusion at the University of California, Santa Cruz, CA 95064 or by phone at (831) 459-2686.

Under Federal law, the University of California may employ only individuals who are legally able to work in the United States as established by providing documents as specified in the Immigration Reform and Control Act of 1986. Certain UCSC positions funded by federal contracts or sub-contracts require the selected candidate to pass an E-Verify check (see <https://www.uscis.gov/e-verify>). The university sponsors employment-based visas for nonresidents who are offered academic appointments at UC Santa Cruz (see <https://apo.ucsc.edu/policy/capm/102.530.html>).

UCSC is a smoke & tobacco-free campus.

If you need accommodation due to a disability, please contact Disability Management Services at roberts@ucsc.edu (831) 459-4602.

UCSC is committed to addressing the spousal and partner employment needs of our candidates and employees. As part of this commitment, our institution is a member of the Northern California Higher Education Recruitment Consortium (NorCal HERC). Visit the NorCal HERC website at <https://www.hercjobs.org/regions/higher-ed-careers-northern-california/> to search for open positions within a commutable distance of our institution.

The University of California offers a competitive benefits package and a number of programs to support employee work/life balance. For information about employee benefits please visit <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

VISIT THE UCSC WEB SITE AT <https://www.ucsc.edu>