



Job Announcement

Estuary Science Coordinator

Background

The Partnership for the Delaware Estuary (PDE) is a nonprofit organization dedicated to protecting and improving the health of the Delaware Estuary, which supplies clean drinking water for millions of people. PDE pursues clean waters, healthy habitats, and strong communities by:

- Leading science-based efforts to prevent pollution, protect wetlands, and restore mussels and oysters;
- Partnering with governments, nonprofits, corporations, and the public to restore the vital waters that nourish our communities; and
- Fostering care and support for the health of the entire estuary through festivals, workshops, river cleanups and other special events.

General Description

The Partnership for the Delaware Estuary (PDE), a regional environmental non-profit organization based in Wilmington, Delaware, is seeking to fill one Estuary Science Coordinator position to assist in scientific initiatives. The Estuary Science Coordinator will devote a significant portion of time assisting with ongoing estuary research, monitoring and field support, R statistical analysis, and laboratory/GIS-related activities.

Job Functions

- Assist with diverse science and restoration tasks and projects.
- Assist with developing scientific products for the National Estuary Program, such as the Technical Report for the Estuary and Basin.
- Organize field-based coastal wetland and/or shellfish monitoring and research.
- Organize and enter data, including QA/QC checks.
- Assist with data analysis and reporting.
- Help support implementation of the Delaware Estuary Program's Comprehensive Conservation and Management Plan.

Required Skills and Experience

- A bachelor's degree (or higher) from a college or university in environmental science or a related field **OR** at least 2 years of work experience in a related field is required.
- Field experience working and conducting research outdoors for extended periods of time (>5hrs).
- Familiarity with R statistical software, data management/organization, Microsoft Office (e.g., Outlook, Word, Excel), GIS and Google-suite.
- Excellent written, oral, and interpersonal communication skills.
- Strong organizational skills, multitasking ability, flexible mindset, and attention to detail.
- Satisfactory background check.
- A valid driver's license.

**Preferred Skills and Experience**

- Experience with marine, coastal, or estuarine scientific research.
- Experience with the ecology of the Mid-Atlantic, and more specifically, the Delaware Estuary.
- Experience driving, trailering, and maintaining a boat.
- Demonstrated ability of problem solving, critical thinking, and decision making.
- Demonstrated ability to work collaboratively in a team environment with staff, partners, and volunteers.

Physical Requirements

The incumbent should be able to lift 40 pounds. The incumbent should be able to sit and stand for at least 4 hours at a time.

Working Conditions

Time spent in this position will be split between the office (PDE office in Wilmington, DE, or remote/home office) and outdoor settings. There will be tasks completed in a storage/warehouse facility or in field locations (outdoor, rural settings). Work hours may shift depending on the tides or project assignment. Occasionally, there will be a need to work on a weekend day. Employees must have the ability to transport themselves to any field or other work locations within a 2-hour radius of Wilmington, Delaware.

Salary and Compensation

The annual salary for this position is \$48,500 to \$50,000 depending on experience, full-time (non-exempt), 35 hours per week. PDE offers a competitive benefits plan for full-time employees, which includes health/dental/vision, paid leave (including vacation, sick time, paid holidays), matching contributions to a Simple IRA, and supplemental employee wellness benefits.

To Apply

Interested applicants are encouraged to submit a resume and one-page cover letter by close of business May 9, 2025, to LeeAnn Haaf via e-mail at lhaaf@delawareestuary.org.

The cover letter should include: 1) the position applicant has interest in; 2) where the applicant encountered the advertisement; 3) why the applicant is interested in working at PDE; 4) how the applicant's experiences make them a good candidate; and 5) a description of the applicant's long-term goals. The applicant's description of what makes them a good candidate and how PDE can help the applicant achieve long term goals are particularly important to address in the cover letter (over reiterating material in resumes).

Partnership for the Delaware Estuary, Inc. is an equal Opportunity Employer. Qualified persons are encouraged to apply regardless of religious affiliation, race, age, sex, gender identity, sexual orientation, disability or any category that becomes protected by federal labor law. Candidates must be able to work legally in the United States.