



## Position Description

# RESEARCH ASSOCIATE BUZZARDS BAY COALITION

The Buzzards Bay Coalition seeks an experienced environmental scientist to join this energetic, performance-driven and rapidly growing regional organization that has a talented staff and dedicated Board of Directors. The full-time, in-person position reports directly to the Vice President for Bay Science and is based at the Coalition's Science and Field Operations Center in Marion, MA. The Research Associate is responsible for aiding in the effective monitoring of Buzzards Bay and analyzing the impact of nitrogen pollution and climate change to Buzzards Bay.

The Research Associate's primary responsibility will be supporting the Coalition's bay-wide water quality monitoring program, focusing on continuous loggers and data management. The Research Associate position is a combination of data management/analysis, fieldwork, equipment preparation and deployment, and desktop research. The Research Associate will be experienced in environmental research and data analysis, an effective communicator who works well with others, and capable of managing mid-sized projects. The position offers the opportunity to contribute to the success of a dynamic organization and have a direct impact on the future of our regional environment.

Buzzards Bay Coalition is proud to be an Equal Opportunity employer. All qualified persons are encouraged to apply and will be considered without regard to race, national origin, gender, gender identity or expression, sexual orientation, disability, age, religion, or veteran status.

## BACKGROUND

The Buzzards Bay Coalition (BBC) is a nonprofit membership organization dedicated to protecting and preserving Buzzards Bay, Vineyard Sound, and their watershed lands. Founded in 1987, BBC works to improve the health of our region's coastal ecosystem for all through science, land conservation, ecosystem restoration, public engagement and advocacy before all levels of government. With operations throughout the Buzzards Bay and Vineyard Sound watersheds, the Coalition protects the region's coastal, river, and drinking water

quality and the upland forests, wetlands, and streams that support a healthy watershed/bay ecosystem.

BBC has an annual operating budget of \$12 million and a staff of 37 conservation professionals, aided by hundreds of volunteers, and supported by more than 14,000 members. The dedicated staff work in seven teams to advance our mission: Bay Science, Clean Water Advocacy, Watershed Protection, Outdoor Exploration, Public Engagement, Advancement, and Operations. As we have grown over the past 35+ years, our effectiveness and reach have greatly expanded. What has not changed is our fundamental vision for the Bay we have committed to defend and restore.

## Position Description

The Research Associate supports the organization's objectives of (1) understanding the Buzzards Bay ecosystem and its response to human-related impacts and of (2) reducing nitrogen pollution sources to Buzzards Bay.

The Research Associate's primary focus will be supporting the Coalition's bay-wide water quality monitoring program. The position combines data management and analysis, fieldwork, lab work, and coordination of monitoring activities conducted by year-round and seasonal staff. The Research Associate will oversee and aid in deploying, retrieving, calibrating, cleaning, and maintaining continuous water quality sensors at 20+ locations around Buzzards Bay and on Martha's Vineyard. The Research Associate will work with and oversee data management, quality assurance, and processing using an established R-based data pipeline, including statistical analysis and data visualization. The position also supports discrete water quality monitoring, salt marsh monitoring, and a variety of rotating funded projects.

The successful Research Associate candidate will have experience performing and managing environmental research, analyzing environmental data, and creating data visualizations. The Research Associate must be able to successfully manage projects, have excellent interpersonal and communication skills, and a passion for the environment and Buzzards Bay.

## Specific Responsibilities

Tasks include, but are not limited to:

- Day-to-day management of a seasonal network of continuous sensors around Buzzards Bay and Vineyard Sound, including:
  - Troubleshooting where issues arise with field deployments, instrument calibrations, or data management.
  - Deploying, retrieving, and maintaining continuous sensors around Buzzards Bay.
  - Evaluating the data during the season to catch any issues with sensor performance.
  - Overseeing the organization, maintenance, and calibration of monitoring supplies and equipment.
  - Hiring and management of seasonal staff.

- Data management including database organization, quality assurance review, processing data with an established R-based data pipeline, statistical analysis, and data visualization and oversight of quality control by other science team members.
- Designing and documenting standard operating procedures for best practices with logger calibration, field deployments, and data processing.
- Preparing and submitting quality assurance project plans (QAPPs) to Massachusetts Department of Environmental Protection (MassDEP) and the EPA that describe procedures for sampling, analysis, and data validation.
- Periodic grant writing and data submission to MassDEP.
- Collect water samples and field measurements of basic water quality characteristics (e.g., dissolved oxygen, temperature, salinity) and transport water samples.
- Assist with other watershed monitoring projects – salt marsh monitoring, river flow/temperature monitoring, river herring counting, etc.
- Assist with Buzzards Bay Coalition organized outreach and Bay education events.

### Professional & Personal Qualifications

- A master's degree in environmental science, marine science or related field and at least five years professional experience in field science in marine or aquatic habitats.
- Experience performing water quality research, including field work, lab work, and the use of continuous instruments.
- Demonstrated ability to manipulate & analyze environmental data using Microsoft Excel and R.
- Ability to work independently, think strategically to identify and solve problems, and manage projects effectively.
- A team player with strong interpersonal skills and a professional approach for interacting with partner organizations.
- Well-organized, detail-oriented, able to take initiative, and willingness to learn.
- Excellent written and oral communications skills.
- Capable of working under physical conditions in the field including heat, humidity, wet, areas of poison ivy, and tick habitat as well as carrying equipment up to 30 pounds for a mile.
- Willing to work flexible hours – during the field season work schedules will vary from week to week and are based around tide and weather conditions. Work outside of normal working hours, including early mornings and occasional weekend days, may be required.
- The Research Associate must have their own reliable transportation to cover monitoring in the Buzzards Bay watershed (mileage will be reimbursed).
- Enthusiastic commitment to the mission of the Buzzards Bay Coalition to protect the bay.
- Familiarization with Buzzards Bay is a plus.

### Salary/Benefits

This is a full-time at-will, in-person position starting in early May 2026 with a salary range

of \$65,000 - \$78,000 per year. Benefits include employer contributions towards Health Insurance and 401(k) Retirement plan and access to supplemental benefits.

### To Apply

To apply, please send a single pdf or Word document that includes: a cover letter explaining your interest in the position and highlighting relevant experience, a resume, and contact information for three references to: Rachel Jakuba, Vice President for Bay Science, at [jakuba@savebuzzardsbay.org](mailto:jakuba@savebuzzardsbay.org). Application review will begin April 2, 2026, and the position will remain open until filled.

*March 2026*