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| |  | | --- | | **Job Title:**SENIOR PLANT SCIENTIST - Applied Plant Ecology Division - San Diego Zoo Institute For Conservation Research | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | Destination: | San Diego Zoo Institute for Conservation Research | | |  |  | | --- | --- | | Job Code: | 172406 | | | |  |  | | --- | --- | | Shift: | Any | | |  |  | | --- | --- | | Category: | Research/Institute | | | |  |  | | --- | --- | | Average Hours per Week: | ANY | | |  |  | | --- | --- | | Employment Status: | With Benefits | | | |

**Apply at:** <https://www.hrapply.com/sandiegozoo/Setup.app>

**Requirements for this adventure include:  
  
(Exempt Position #) Salary commensurate with experience  
  
  
REQUIREMENTS:  
  
OVERVIEW**  
  
San Diego Zoo Global (SDZG), in collaboration with the Center for Plant Conservation (CPC), is seeking an experienced and engaging professional scientist to join our team as the Senior Plant Scientist for SDZG with a dual appointment as Director of Science for CPC (here after “Sr. Scientist”). This dual appoint position is a senior leadership role in the CPC and will lead the joint SDZG-CPC plant conservation research program and serve as a manager, mentor and advisor to our rapidly growing team of plant conservation professionals. The ideal candidate will possess a solid plant conservation research background and illustrate proven experience in leading conservation teams while securing ongoing funding for their research. Additional desirable attributes include experience in conservation project planning and management, software and technology used in conservation today, science communication, managing federal grants and other complex funding, and a proven ability to work with partners with a variety of backgrounds, education and experience. The Sr. Scientist reports to SDZG’s Director of Plant Conservation who also serves as President and Executive Director of CPC (also a dual appointment). This is a full time position.  
  
**About Plant Conservation at SDZG and the CPC:**  
  
San Diego Zoo Global, a world leader in animal conservation, has recently partnered with the Center for Plant Conservation, the leading national conservation association of 40 botanical gardens, arboreta, and other similar organizations working to conserve the most imperiled plants of the United States, Canada and beyond. Formerly based in St. Louis, MO, at the Missouri Botanical Garden, the CPC's National Headquarters has recently been moved to San Diego, CA where it is now based at the San Diego Zoo Global's Institute for Conservation Research. Through this unique new collaborative effort, San Diego Zoo Global and the Center for Plant Conservation have partnered to advance plant conservation in line with SDZG’s vision to lead the fight against extinction.  
  
**REPRESENTATIVE DUTIES/RESPONSIBILITIES  
  
Essential Functions:**  
  
The Sr. Scientist will develop and oversee plant conservation research for the SDZG-CPC partnership with a focus on her/his area of expertise. In addition to the Sr. Scientist’s own research program, she/he will also oversee the existing SDZG Plant Conservation programs and projects locally and internationally by managing staff, directing scientific output, and guiding new project development. Current projects focus on plant conservation, habitat restoration, and natural resource use. As the Director of Science for CPC, the Sr. Scientist will serve in the top leadership of this organization, working directly with the Executive Director, CPC Participating Institutions, and the CPC Board of Trustees, to manage, develop and enhance CPC conservation objectives and outcomes. The Sr. Scientist will provide technical expertise in the areas of applied conservation research for both SDZG and CPC, and will ensure that research collaborations and other partnerships are built and maintained as part of the overarching mission of plant conservation for both organizations. The Sr. Scientist will be required to publish scientific papers and will also develop research proposals for grants and other sources of funding. Managing and administering grants will be an essential function of the position. In addition to managing staff, the Sr. Scientist will also mentor students, interns and post-doctoral research associates and will serve in an advisory capacity to the Director of Plant Conservation/Executive Director on matters concerning research and planning the strategic direction for both organizations.  
  
**Ancillary Functions:**  
  
The Sr. Scientist serves in a professional service capacity for outside conservation organizations and academic institutions, particularly as the principal contact with CPC Conservation Officers, and serves on national and international advisory committees such as the Plant Conservation Alliance and others; reviews scientific manuscripts and grant proposals as part of the scientific community; performs related duties and responsibilities as required.  
  
QUALIFICATIONS  
  
The Sr. Scientist must have a PhD in botany, conservation or a related field and have a minimum five years of experience in a leadership role in plant conservation or related endeavor. A proven research record including published peer-reviewed papers, grant awards, plus teaching and mentoring experience. The Sr. Scientist must be able to develop, administer, and monitor budgets; have knowledge of governmental regulations applicable to plant research including endangered or listed plant collecting and safe handling of hazardous materials related to research; exhibit excellent communication skills; have the ability to supervise others with diverse backgrounds; have expertise in preparing and making presentations; exhibit proficiency in basic word processing, spreadsheet, database, graphics, and desktop publishing systems plus expertise in specialized software for conservation research, are all required.  
  
**WORKING CONDITIONS**  
  
The Sr. Scientist position will primarily be an office and laboratory position with some periods of work supervising and working with field teams. Work involves possible exposure to hazardous materials in the laboratory and field including potentially hazardous chemicals, radiation and biohazardous materials. Work will occasionally require the ability to work outdoors in varying weather conditions, possibly for extended periods. Work may require the ability to move moderately heavy objects. Work will require sometimes frequent travel to meetings and workshops with some international travel being possible.

One of the essential functions of this position is the ability to drive a SDZ Global vehicle. If you are offered employment in this position, you will be asked to authorize SDZ Global to access your current driving report through the DMV’s Employer Pull Notice Program. Your hiring for this position will be contingent on SDZ Global receiving an acceptable driving report from you. In addition, your continued employment in the position will depend on you maintaining an acceptable driving record. You may obtain a list of conditions that disqualify a person from driving an SDZ Global vehicle from a Human Resources Representative.

**ESSENTIAL FUNCTIONS**  
**PRIMARY PURPOSE**  
The Senior Scientist performs all job assignments with a positive attitude that reflects San Diego Zoo Global's mission and vision of connecting people to wildlife and conservation. The Senior Scientist conducts and oversees independent and collaborative research in a specialized area of biological science, and/or develops, oversees; conducts disease diagnostics and risk assessments for application to animal health; manages assigned staff and budgets. This position reports to Allison Alberts.

* Develops and supervises research programs in a specialized field of study
* Plans, designs, organizes, and conducts independent and collaborative projects
* Determines study subjects, research parameters, methodology, and cost requirements
* Evaluates funding sources and prepares grant applications to support research needs
* Develops, administers, and monitors assigned budgets
* Oversees and conducts data collection
* Keeps abreast of relevant research and technology developments
* Collaborates with scientific colleagues within and outside Zoological Society of San Diego
* Prepares progress reports and other documentation as required
* Establishes and updates related procedures
* Teaches and mentors doctoral and postdoctoral students, volunteers, and others
* Coordinates the collection of biological samples for research
* Maintains inventories and provides samples to collaborative researchers
* Maintains applicable records
* Maintains a variety of contacts in order to respond to inquiries and requests and effectively coordinate activities.

**REPRESENTATIVE DUTIES**

* Updates research parameters, reviews draft summaries, documents research methodology and results, publishes papers in peer-reviewed scientific journals and popular literature, and makes presentations to professional groups and Society staff
* Coordinates with animal care and veterinary staff regarding sample collection, disease trends, and research needs
* Develops and applies diagnostic protocols to the identification of animal diseases

   
**ANCILLARY FUNCTIONS**

* Reviews scientific manuscripts and grant proposals.
* Serves on national and international advisory committees
* Serves in a professional service capacity for outside conservation organizations and academic  institutions.
* Performs related duties and responsibilities as required.

**QUALIFICATIONS**  
Examples of representative qualifications include a PhD in a specialized area of biological science and/or a DVM or equivalent specialized training. Considerable experience conducting research in a specialized field. Some assignments require special certification and/or licensure.  
   
**Knowledge of:**

* Governmental regulations applicable to research, hazardous materials, and safety

**Ability to:**

* Use word processing, spreadsheet, database, graphics, and desktop publishing systems
* Develop, administer, and monitor budgets
* Supervise others
* Prepare and edit papers for publication scientific journals
* Prepare grant applications
* Prepare and make presentations
* Work with teams and effectively with others
* Communicate effectively

**WORKING ENVIRONMENT**  
  
Work involves possible exposure to radiation, zoonotic diseases, potentially hazardous chemicals, and biohazardous materials.  
May require the ability to work outdoors with wild animals in varying weather conditions.  
The ability to move moderately heavy objects.  
May require the ability to travel.