

Job Vacancy Announcement

Coastal Program Analyst I or Coastal Program Analyst II or Research Data Analyst II or Research Data Specialist I

(Adapting to Rising Tides Program)

Full-Time, 12-Month Limited-Term Position (with the possibility of extension or becoming permanent)

December 5, 2018

ABOUT US. The award-winning San Francisco Bay Conservation and Development Commission (BCDC) is a small State agency located in San Francisco's Civic Center. BCDC has planning and regulatory responsibility over development in San Francisco Bay and along the Bay's nine-county shoreline. BCDC is guided in its decisions by its laws, the McAteer-Petris Act and the Suisun Marsh Preservation Act, its *San Francisco Bay Plan*, and other special plans for specific areas around the Bay.

THE POSITION. We are seeking a passionate and skilled individual with experience in coastal adaptation research and planning to join BCDC's Planning Unit, primarily contributing to our Adapting to Rising Tides (ART) program. This position will perform complex and specialized technical research and analysis related to sea level rise vulnerability assessment and adaptation planning to increase the resilience of built and natural areas to rising sea levels and other interconnected hazards. Research areas include ecosystem management, resource conservation, community and economic development, social equity, transportation and land use, and public use and enjoyment of the Bay. The work will include research, data development and analysis, policy analysis, technical and persuasive writing, presenting to groups, and project management. The position will also support other ART staff by providing graphic support and mapping assistance to other staff to support project reports, analyses and presentations.

Essential Job Functions:

- Contribute to the development of coastal adaptation planning strategies, including assessing the vulnerability of communities and natural resources to climate hazards and developing adaptation solutions;
- Design and develop research methodologies to ensure the collection and analysis of unbiased data to support findings and recommendations, policy direction and policy priorities;
- Assist the Planning Division, and the Adapting to Rising Tides team in particular, with the development of graphics, maps and GIS analyses to inform BCDC's adaptation planning efforts;
- Use mapping, analysis, data development, modeling and graphics to develop communications and outreach to broad audiences including BCDC staff, Commission, members of the public, partner agencies and organizations and other interested and affected parties;
- Participate in various BCDC staff programs, staff meetings and projects, such as partnerships with scientists, or other collaborative efforts.

Duties will be commensurate with the level at which the position is filled.

THE CANDIDATE. The successful candidate will demonstrate strong analytical skills and the ability to research and interpret complex coastal resource, demographic and geographic information. Strong communication skills, the ability to work independently and in a team environment, take initiative, and ability to effectively manage multiple tasks with changing priorities are essential. The candidate should have knowledge of California land use and environmental law, be familiar with relevant trends in coastal and land use planning and policy and possess a background in or familiarity with resource conservation, urban and natural resource project design, environmental justice, community and economic development and/or the social, natural and political sciences. Lastly, the candidate should appreciate BCDC's mandate to balance conservation and development of the Bay's diverse resources.

ELIGIBILITY. Individuals on the Coastal Program Analyst I, Coastal Program Analyst II, Research Data Analyst II or Research Data Specialist I eligible list(s) may apply. Current state employees or former state employees with transfer or reinstatement rights at the Coastal Program Analyst I, Coastal Program Analyst II, Research Data Analyst II or Research Data Specialist I level may also apply. (Please note that in order to be eligible for transfer, applicants must meet the minimum qualifications of one of the aforementioned classifications.) Appointment is subject to the State Restrictions of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, re-employment status, or list eligibility in the Examination or Title section on the State Application Form 678.

EXAM: Applicants who do not currently have eligibility may participate in the Research Data Analyst II or Research Data Specialist I examination given by the California Department of Human Resources (CalHR). Go to www.jobs.ca.gov for more information.

SALARY:	Coastal Program Analyst I	\$3,512 - \$5,439/month
	Coastal Program Analyst II	\$5,223 - \$6,542/month
	Research Data Analyst II	\$5,223 - \$6,542/month
	Research Data Specialist I	\$5,465 - \$6,841/month

Benefits include paid vacation/sick leave or annual leave; public transit subsidy; 11 paid holidays each calendar year; health, dental, and vision benefits; and deferred compensation and retirement programs.

CONTACT: Dana Brechwald, Planning Program Manager, Adapting to Rising Tides Program, (415) 352-3656

Application. All applicants must submit a State of California Application (STD 678) (<https://www.jobs.ca.gov/pdf/std678.pdf>), a resume, a brief writing sample (5 pages or less) and a minimum of 3 references. Identify in Job Title section of Application. Please submit your Application and materials to:

Human Resources Office
CA Coastal Commission
45 Fremont Street, Suite 1930
San Francisco, California 94105-2219
(415) 904-5430 or toll free (866) 831-2540
HumanResources@coastal.ca.gov

Filing. Applications will be accepted until the position is filled, but applications received by **December 19, 2018** will be given first priority for consideration. Applications will be screened and only the most qualified candidates will be interviewed. No relocation expenses will be offered.

Special Interview Arrangements. If you have a disability and need special interview arrangements, please mark the appropriate box in Item 2 of the application. You will be contacted to make specific arrangements. For additional information about BCDC, see our website at www.bcdc.ca.gov or contact Anissa Kotey at Anissa.Kotey@bcdc.ca.gov or (415) 352-3639.

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

December 5, 2018