

## JOB ANNOUNCEMENT

### Salish Sea Research Center Associate Director (FT, 12 months)

<b>Opening Date:</b>	July 13, 2021
<b>Review Date:</b>	<b>July 28, 2021</b>
<b>Closing Date:</b>	Open until filled
<b>Start Date:</b>	As soon as possible
<b>Location:</b>	Lummi Main Campus
<b>Salary:</b>	<b>\$65,000 Max DOE</b>

The salary placement upon hire is based on the selected candidate's education and relevant work experience as outlined in the job announcement and the established salary schedule for the classification of position to be filled.

*Northwest Indian College hiring practices include adherence to the Indian Preference Act (Title 25, U.S. Code, Section 473). NWIC supports and provides equal opportunity employment and educational opportunities without regard to race, color, religion, national origin, sex (including pregnancy), disability, age, veteran status, sexual orientation, gender identity or expression, marital status or genetic information.*

#### SCOPE OF WORK

Northwest Indian College invites applicants for a full-time research position on the Lummi campus at the Salish Sea Research Center (SSRC). The SSRC is a 4,200 sq. ft. research center with a variety of equipment and instruments, including two research vessels and a truck. The SSRC was developed to increase the presence and influence of Native American leadership in the area of geosciences and natural resource management. Solutions to environmental degradation require attention to both science and culture. More Native Americans need the education and training necessary to carry out these responsibilities. Specifically, the SSRC is charged with increasing the number of Native Americans with science backgrounds in leadership roles that serve their communities. The SSRC provides the facility for world-class research, and its mission complements and enhances the efforts of research at Northwest Indian College.

The SSRC Associate Director will implement current research projects and programs, develop new programs, and participate in obtaining funding to sustain those programs and this position. The Associate Director would be charged with maintaining the genomics research lab at the SSRC, support current research projects related to local forage fishes, harmful algae, biotoxins, and water quality, and would continue to fund locally-relevant research through new grants. The candidate should show evidence of research and scholarship in areas related to ecology of marine and/or freshwater environments. This position will also carry administrative, supervision, community, and student partnership responsibilities.

The Associate Director is expected to spend their effort roughly as follows: 50% grant funded research, 30% administrative, and 20% supervision. This position will be sustained through competitive awards that the Associate Director is expected to participate in generating. Working with the Director and science

faculty, with Lummi Nation community input, and NWIC undergraduate students, the Associate Director will maximize Tribal College specific awards (e.g., NIFA) and develop partnerships for open competition awards.

## **DUTIES & RESPONSIBILITIES**

### **Primary Duties**

- **Scholarship and research:** Maintain an active involvement in scholarship as related to communities that NWIC serves and related to grant-funded objectives. Work with the SSRC Director to cultivate and strengthen relationships with NWIC, tribal, federal, and state government agencies. Remain current with the literature and research in this field of study. The Associate Director will be required to seek funding to support student-led research projects as it relates to marine or freshwater locally-relevant issues and culturally important species. This position includes outreach activities within the tribal and local communities of the Salish Sea, focused on partnering with the community to identify ideas that use the tools of genomics to answer research questions.
- **Student interns/mentorship activities:** This position will include the advisement of summer and/or academic year undergraduate interns at Northwest Indian College, focused on students who are looking to incorporate Indigenous knowledge and scientific tools into their career or education goals. The Associate Director is also expected to meet regularly with and facilitate access and resources for student who are completing capstone research in the field of genomics and/or water quality.
- **Service:** Participate in on-campus/community committees related to the community research, SSRC lab meetings, and elsewhere throughout the college as necessary and appropriate. This work involves maintaining collaborative relationships with partner institutions and government agencies, such as NASA, NSF, NIFA, NOAA, and a variety of academic universities.

## **SUPERVISORY RESPONSIBILITIES**

The chosen applicant may supervise two or more laboratory technicians and/or student interns who are conducting research and may carry out supervisory responsibilities in accordance with the college's personnel policies and applicable laws.

## **QUALIFICATIONS REQUIRED to perform this position successfully:**

### **Minimum Qualifications**

- Doctorate in the field of fisheries science, oceanography, biological oceanography, environmental science, biology, chemistry, or a related discipline;
- Experience in climate, environmental science and natural resources;
- Experience writing research articles that are published in scientific journals;
- Experience working with diverse student populations;
- Experience with writing grant proposals and managing grant-funded projects;
- Strong organizational and interpersonal skills and;
- Experience working in Native American communities on environmental issues;
- Experience facilitating student-led research projects;
- Works well in a team-setting.

### **Preferred Qualifications**

- Extensive experience in climate, environmental science and natural resources;
- Experience working with Tribal organizations;

- Record of scholarship in their field of study;
- Experience implementing and/or administering research projects and facilities;
- Extensive experience leading or facilitating tribal student research projects;
- Safe boat operation and boat maintenance skills helpful;
- Any combination of the above that the initial screening committee deems appropriate.

## **APPLICATION PROCESS**

Interested individuals should submit the following application materials directly to the NWIC Human Resources Office only.

1. Cover letter addressing how you meet the position qualifications
2. NWIC Application
3. NWIC Equal Employment Opportunity (EEO) form
4. Current and complete professional resume
5. Copies of college transcripts (*can submit unofficial copies at time of application*)
6. Three letters of recommendation from persons, who are not members of your immediate family, who have firsthand knowledge of your qualifications for the position
7. If applicable to the position, provide copies of certificates/licenses/credentials

The job announcement and application forms are available online at [www.nwic.edu/about-nwic/employment](http://www.nwic.edu/about-nwic/employment) or may be requested from and submitted directly to:

Human Resources  
Northwest Indian College  
2522 Kwina Road  
Bellingham, WA 98226-9278  
Telephone/Fax: 360.392.4230  
Email: [employment@nwic.edu](mailto:employment@nwic.edu)