



Monitoring Technician Position Announcement

Position Overview

This position supports the Estuary Program's Monitoring Program through fieldwork, equipment maintenance, and data management. They report to the Monitoring Projects Manager.

About the Organization

The Morro Bay National Estuary Program brings the community, local governments, nonprofits, government agencies, and landowners together to protect and restore Morro Bay. The Estuary Program is a non-regulatory, not-for-profit organization that conducts monitoring and research, restores natural habitats, and educates residents and visitors on how to keep Morro Bay clean and healthy. The Morro Bay National Estuary Program is one of 28 national estuary programs around the country that are working to safeguard and improve the health of some of our nation's most important coastal waters. The Estuary Program achieves results by closely collaborating with many partners to accomplish our shared goals of protecting and restoring the estuary and the watershed. For more information about the program, visit www.mbnep.org.

Duties and Responsibilities

- **Monitoring Fieldwork:** Conduct fieldwork to measure oxygen, temperature, pH, flow, and other parameters at creek sites. Conduct fieldwork in the bay including basic water quality monitoring and eelgrass monitoring. Collect water samples for analysis using sterile technique. Support freshwater bioassessment monitoring.
- **Equipment Calibration and Maintenance:** Prepare monitoring equipment for fieldwork.
- **Lab work:** Analyze water samples for nutrients and turbidity.
- **Data Management:** Manage monitoring and quality assurance data using spreadsheets and databases.

Minimum Qualifications

- Junior/Senior standing or a degree in a BA/BS program focused on natural resources management, environmental science, biology, or related field
- Experience with environmental fieldwork in inclement conditions
- Ability to hike and work outside in inclement weather conditions
- Ability to swim
- Comfortable on the water in kayaks, paddleboards, or other watercraft
- Must be able to carry up to 50 lbs and traverse over rough terrain to remote field sites
- Must be detailed-oriented and able to manage multiple responsibilities

Preferred Qualifications

- Experience in the technical areas of water quality monitoring and surface flows
- Understanding of basic hydrology and local ecology
- Experience with detailed data management using Excel and Access



Pay, Benefits, & Work Environment

This is a non-exempt, 20 hours per week temporary position with an hourly rate of \$18 to \$20/hour, depending on experience. The position will run from approximately March 9, 2026 through June 26, 2026, with some flexibility on the start and end dates to accommodate the academic calendar.

Work Expectations:

- Typical work schedule primarily during regular business hours (Monday to Friday, 8 a.m. to 5 p.m.).
- Occasional evening and weekend work.
- Strong field component with approximately half of time spent outdoors.
- Office and work-from-home components (for certain tasks).

Benefits:

- Paid sick leave
- Cell phone stipend

Estuary Program staff are employees of **The Bay Foundation of Morro Bay**, a nonprofit corporation that provides the administrative framework for the Estuary Program.

How to Apply

To apply, submit the following materials:

- Cover letter describing your interest in the position and relevant experience
- A current resume

Please submit application materials in PDF format to staff@mbnep.org subject line – **Monitoring Technician Application**. The Estuary Program would like to fill the position as soon as possible; the review and selection process will proceed as applications are received. Applications will be accepted until **Friday, February 13 at 4 p.m.**

Eligibility

- Able to provide proof of valid driver's license, insurance, clean driving record (DMV report).
- Must have access to a reliable personal vehicle for transportation.
- Able to successfully complete a background check, including a criminal records check. As parts of our organization work extensively with youth and students, all employees are required to meet Bay Foundation policies regarding working with minors.
- All offers of employment are contingent upon the successful completion of a background check, criminal records check, and confirmation of a clean driving record.

The Bay Foundation is an equal opportunity employer to all, regardless of race, age, ancestry, color, disability, 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, and sexual orientation.