

Maryland Coastal Bays Program

Job Announcement: Environmental Scientist

Location: Berlin, MD



Announcement

The Maryland Coastal Bays Program (MCBP) is seeking to fill an Environmental Scientist position. This is a regular in-person, full-time position (40 hours weekly) with occasional weekend and evening work required. The salary range is \$45,000 - \$55,000 depending on qualifications and includes benefits such as paid leave and health insurance.

Position Description:

The Environmental Scientist will lead and support field-based environmental projects across various estuarine habitats including salt marshes, streams, bays, and forests. The candidate will be responsible for managing, maintaining, and monitoring various restoration sites throughout the watershed. The ideal candidate must have a flexible mindset, strong communication skills, and eagerness to work both independently and as a team.

Key Responsibilities:

- Collaborate on various outreach, education, monitoring, and restoration initiatives with a diverse range of partners including local communities, non-profits, academic institutions, and local, state, and federal agencies.
- Operate and assist in small-boat-based field work.
- Participate in field work and data collection in a variety of weather and environmental conditions. Water quality sampling, phytoplankton sampling, fish, herp, and bird population surveys, and habitat assessments are some of the main scientific monitoring programs the candidate will be involved in.
- Analyze environmental data and assist with data interpretation using statistical tools and software such as ArcGIS and R.
- Prepare technical scientific reports, grant deliverables, and scientific summaries.
- Lead/ assist in the planning, permitting, implementation, and management of various restoration projects.
- Lead/assist in grant writing and project development when needed.
- Manage and supervise seasonal employees and interns as needed.

Required Qualifications:

- Bachelor's degree in environmental/biological sciences or related disciplines.
- A valid driver's license
- Strong oral and written communication skills.
- Ability to work both independently and as a team to accomplish day-to-day tasks.

Desired Qualifications:

- Knowledge of the local area, specifically the Delmarva region and/or experience working in estuarine ecosystems.
- Understanding of estuarine ecology and coastal natural resource issues and processes, particularly those that impact local habitat and water quality.
- Proficiency in ArcGIS and R software.
- Master's degree in environmental/biological sciences or related disciplines.
- Maryland Boater's Safety Certification with experience in operating and trailering small-craft boats.
- Grant writing and report preparation experience.
- proficient mechanical abilities related to maintaining mowers, ATV, and other equipment

Program Overview

The Maryland Coastal Bays Program is one of 28 National Estuary Programs (NEP) across the country that receives EPA funding to work toward the restoration and protection of "estuaries of National significance." The Program is a grassroot, multi-stakeholder collaboration working toward meeting this goal. The Maryland Coastal Bays Foundation is the incorporated portion of the Program. The Foundation is a private, non-profit corporation organized and existing under the laws of the State of Maryland exclusively for charitable, educational, scientific, and conservation purposes. The foundation exists to protect and conserve the waters and surrounding watershed of Maryland's Coastal Bays to enhance their ecological values and sustainable use for both present and future generations. See www.mdcoastalbays.org for more information on the Program.

How to Apply:

To apply for this position please submit a cover letter, resume, and three professional references as a **single PDF** to Carly Toulan at ctoulan@mdcoastalbays.org. Applications will be accepted until October 13, 2025. **Incomplete or late applications submitted will not be considered for this position.**