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**Readvertising with Extended Initial Commitment  
Information Technology and Systems Development Manager,  
Marine Protected Areas Monitoring Enterprise**

The new California Marine Protected Areas Monitoring Enterprise has obtained additional support for the recently advertised position of Information Technology and Systems Development Manager. The position is now fully funded as a three-year, fixed-term position, with a good possibility of extension.

The MPA Monitoring Enterprise is leading the development of an innovative science-based approach to monitoring the statewide MPA network being established under the Marine Life Protection Act. Vital to this task is envisioning and launching an equally innovative web-based system that will manage and share data and information in ways that meet the interests and needs of diverse audiences, including decision-makers, resource managers, stakeholders, and the public. The Information Technology and Systems Development Manager will lead this effort from the Monitoring Enterprise's base in Oakland, California, at the California Ocean Science Trust. The successful applicant will commence work as soon as possible, preferably by June 1, 2008. Starting base salary will be commensurate with experience and is expected to be in the range of \$80,000 - \$95,000. The full compensation package includes generous benefits (medical, dental, vision, and retirement). Existing applicants will continue to be considered and need not reapply; new applicants are requested to apply by or before April 25, 2008.

**Background**

The California Marine Life Protection Act (MLPA) requires the state to design and manage an improved network of marine protected areas (MPAs) to, among other things, protect marine life and habitats, marine ecosystems, and marine natural heritage. The MLPA also requires monitoring of the statewide MPA network to ensure it meets MLPA goals and to support adaptive management.

The new MPA Monitoring Enterprise is charged with leading development of sustainable, cost-effective monitoring of California's MPA network. The Monitoring Enterprise began operations in 2007, and through collaboration with the state, researchers, stakeholders, and the public will provide timely information to enable assessment of the condition and functioning of MPAs, identify emerging threats, support adaptive MPA management, and improve understanding of marine ecosystems. The Enterprise's primary functions include: (1) partnering to develop MPA monitoring programs, methods, and protocols; (2) designing and maintaining a web-based information system that manages monitoring data, meets the information needs of diverse users, and generally supports the program's scientific and communication efforts; and (3) translating monitoring results into communication products for decision-makers, resource managers, stakeholders, and the public.

The Monitoring Enterprise seeks a skilled, creative, and collaborative individual to fill the position of Information Technology and Systems Development Manager. The position provides a unique opportunity to pioneer innovative approaches for using web-based technologies to build and communicate knowledge about the nation's first statewide MPA network.

**General Functions**

The Information Technology and Systems Development Manager will lead the design, development, and implementation of the Enterprise's online information management system, harnessing new and



evolving approaches to making data and information accessible, useful, and understandable to a wide variety of users, including decision-makers, managers, researchers, stakeholders, and the public. In these activities, he/she will work with staff from various state, federal, and scientific programs. In addition, the Information Technology and Systems Development Manager will engage with diverse interested parties to understand their information needs.

This leadership position requires a rich understanding of the capabilities of web-based technologies and the solutions they offer, and an ability to apply these technologies in an ecosystem, environmental, or natural resource management context. Also essential will be an interest in and ability to communicate and collaborate with scientists, communicators, policy-makers, resource managers and stakeholders in envisioning the system's design and in ensuring it supports and informs development of the Enterprise's monitoring and communication approaches.

### **Duties**

1. In collaboration with partners, develop the vision and provide the creative energy for the MPA Monitoring Enterprise information system, then oversee the system's design, construction, launch, and refinement over time.
2. Provide intellectual leadership for and oversee an initial ~1-year requirements assessment to clarify: the system's audiences and users; data types and standards and other information content; links to other relevant coastal information systems; and desired outputs and analytical processes and structures required to deliver these outputs.
3. Provide intellectual leadership for and oversee the subsequent ~2-year design/build phase for the information management system that will develop, evaluate, and make operational various system components identified in the requirements analysis that do not elsewhere exist.
4. Develop budgets, proposals, and technical specifications to support the design, construction, and operations of the information management system. Where appropriate, develop competitive Requests for Proposals and hire and oversee staff or contractors in areas such as database development and maintenance, web systems, systems administration, business process analysis, and innovative uses of web technologies in ecosystem management and communications.
5. Negotiate and monitor institutional agreements and statements of work.
6. Help ensure that data from monitoring-related work already underway as part of the MLPA Initiative and other relevant, high priority data sets can be easily integrated into the Monitoring Enterprise's systems as they come on line.

### **Qualifications**

#### **Skills and Attributes**

- Rich understanding of information management technologies and the ability to envision how best to apply these technologies to support diverse organizational goals, practices, and processes.

- Excellent communication skills. Ability to understand and communicate the Monitoring Enterprise's goals and needed capabilities, and to translate these into systems architecture and technical specifications. Ability to communicate effectively with technical and non-technical audiences, and understand the needs and interests of diverse audiences.
- Strong team player and excellent collaborative abilities. Ability to work well with scientists, technology experts, communications experts and others to clarify the functions the information system should perform and the kinds of data and information it will manage.
- Outcome-oriented with excellent project management skills. Demonstrated ability to orchestrate components of a complex project and to keep staff and consultants productive and on task. Specialized training in project management or PMI certification a plus.
- Innovative and creative. Able to build on existing tools and methods to develop and evaluate new ideas and approaches as needed to attain objectives.
- Strong personal commitment to achieving the goals of the MLPA.
- Eligible and authorized for employment in the U.S.

#### Knowledge and Experience

- Bachelors degree in a relevant field of computer science with 5-7 years experience or Masters degree with 3-5 years experience developing or supervising the development of information management systems, ideally related to environmental management.
- Hands-on experience using technology in a real-world context to accomplish diverse program goals, including those related to communication, information analysis and knowledge development, and meeting the interests and needs of various user groups.
- Experience with systems analysis, design, and architecture; business process analysis; and requirements development.
- Solid understanding of online information systems and components, including databases, metadata standards, web system design, systems administration, security issues, online search/assembly and decision-support tools.
- Training or experience in relevant field of natural resource management or environmental education strongly preferred. Direct experience with applied ecosystem management highly desired.
- Understanding of the needs and issues that arise in the long-term operations of online information management systems related, for example, to upgrading technologies, expanding decision support functions, and integration with other emerging ocean information systems.
- Experience and a high level of success managing contractors and consultants.

**Location**

The position will be based in the offices of the California Ocean Science Trust, in Oakland, California. Some travel within California and possibly elsewhere in the U.S. will be required.

**Start date**

The position will remain open until a suitable applicant is found. The preferred start date is on or before June 1, 2008.

**Compensation**

The position is a 3-year, fixed-term appointment with a good possibility of extension. Starting salary will be commensurate with experience and is expected to be in the range of \$80,000 to \$95,000, exclusive of benefits. Benefits include medical, dental, and vision insurance and a generous retirement plan.

**Application information**

Interested applicants should send a current curriculum vitae and application letter explaining their interest in the position and describing their skills and experience relative to the position qualifications to: [info@calost.org](mailto:info@calost.org) Applications will be considered until the position is filled. Review of applications submitted in response to the previous advertisement has commenced and new applicants are therefore encouraged to apply as soon as possible, preferably by or before April 25, 2008.