



JOB TITLE: Restoration Lead
SALARY RANGE: Commensurate with experience
LOCATION: Tavernier/Key West, Florida
SUPERVISOR: Restoration Program Manager
JOB STATUS: Full time, Exempt including weekends and special events
SUBMISSION: Email application materials to phanor@coralrestoration.org

APPLICATION MATERIALS

1. Cover letter that speaks to your interest in being a part of CRF™ conservation mission and what you can bring to this dynamic team (limit 1 page).
2. Resume presenting related experience concisely and directly addressing items in this position description (limit 2 pages).
3. Please provide contact information and the relationship to the applicant for two references. Please note that if applicants were formerly associated with CRF™, references should come from outside the current CRF™ Team.

ABOUT CORAL RESTORATION FOUNDATION™

CRF™ is a United States (US) 501(c)3 tax-exempt non-profit ocean conservation organization. The core mission of CRF™ is to restore coral reefs, to educate others on the importance of our oceans, and to use science to further coral research and coral reef monitoring techniques.

CRF™ does not believe that the plight of coral reefs in the 21st century is hopeless. In fact, CRF™ has developed a strategy for coral reef restoration that exists at the intersection of four core CRF™ programs: (1) restoration, (2) science, (3) education and (4) global.

Total CRF™ contributions and other financial support were approximately \$3.5 million in 2020, \$4.7 million in 2021, \$5.9 million in 2022 and \$5.8 million in 2023. This growth in public and private support is proportionately reflected in growing staff activities such as nursery maintenance, coral transplantation, data collection, boat and warehouse operations, contract negotiation and compliance, and other administrative activities. Funding has been a mix of public grants and foundation donations. In recent years CRF™'s contributions to reef restoration have been acknowledged through numerous accolades and consistent media coverage.

CORE VALUES

The chosen candidate should embody the core values of CRF™. This includes the ability to be team-oriented, and able to work with a diverse group of staff, interns, volunteers, donors and community members.

CRF™ Values Statement: CRF™ is driven by action and results. CRF™ believes that through education and innovation, we provide hope for coral reefs and future generations. We act with honesty, respect, and integrity at all times as representatives of the organization. CRF™ promotes a positive working environment that values teamwork, education, and financial stewardship of the resources entrusted to us. We cultivate an immersive environment to develop employees, volunteers, and interns through mentorship.

ABOUT THE POSITION

The Restoration Lead will be pivotal in supporting and leading the Restoration team. This position is designed to enhance the efficiency and effectiveness of our day-to-day restoration activities by overseeing field activities, planning and managing logistics, and ensuring compliance with monitoring needs. The ideal candidate will have a strong background in field-based coral restoration, project management and logistics, and the ability to lead a diverse team.

KEY RESPONSIBILITIES:



- **Project Coordination:**
 - Oversee the planning, execution, and monitoring of coral restoration projects.
 - Assist with managing project timelines, budgets, and resources to ensure successful completion.
 - Serve as the primary point of contact between the Restoration Program and other CRF programs.
 - Facilitate team meetings, providing updates on project progress, challenges, and solutions.
- **Field Operations Management:**
 - Participate in fieldwork, including coral nurseries maintenance, outplanting, and monitoring.
 - Ensure all field activities adhere to safety protocols and best practices in coral restoration.
 - Troubleshoot operational issues and provide hands-on support as needed.
- **Data Management and Reporting:**
 - Oversee the collection, analysis, and reporting of restoration data.
 - Prepare regular progress reports for the Restoration Program Manager and stakeholders.
 - Ensure data integrity and contribute to the development of research publications and presentations.
- **Resource Management:**
 - Manage equipment and supplies necessary for restoration activities.
 - Coordinate logistics, including transportation, dive operations, and fieldwork schedules.
 - Assist in securing permits and ensuring compliance with relevant regulations.

QUALIFICATIONS:

- Bachelor's degree in marine biology, environmental science, or a related field.
- Minimum of 3-5 years of experience in field-based coral restoration or marine conservation, with at least 2 years in a leadership or supervisory role.
- Strong project management skills, with experience in coordinating complex field projects and logistics.
- Proficient in data management.
- SCUBA certified by an internationally recognized training agency with a minimum of 100 open water dives; a minimum of 50 of those dives as ocean dives and a minimum of 30 boat dives.
- Current certifications for First Aid, CPR and O2 Provider with the certification issued from an internationally recognized agency.
- Demonstrated experience in safe small boat (6-pax vessels) handling and boat trailering experience. Excellent communication, leadership, and organizational skills.
- Ability to work in challenging field conditions and adapt to changing priorities.
- Knowledge of U.S. regulations related to marine conservation and restoration.
- Proficiency in Microsoft Excel and Word with a strong understanding of general computer technology
- Agent of change – eager to improve self, business process, data quality and business performance
- Deep integrity, with an unwavering commitment to ethical behavior
- Consistently demonstrate professional, positive, and approachable attitude/demeanor and discretion.

Preferred Skills and Knowledge

- Advanced degree in Marine Biology, Environmental Science, or a related field.
- Experience in statistical analysis and GIS.
- Preference to MOCC Certified or Coast Guard Licensed Captains.
- Knowledge of international regulations related to marine conservation and restoration.

TEAM WORK AND EFFECTIVE COMMUNICATIONS



CRF™ operates with a small staff of 30 people and relies on our seasonal interns as well as local volunteers to accomplish our mission and work effectively on the water. We are a lean operation, and teamwork is crucial to our success. Being an effective team member means not only having the ability to work with your fellow staff members but also to be a positive example to our interns and volunteers (both on the water and off). Interested candidates should be able to work well with and communicate with a diverse group of people including fellow staff, interns, volunteers, the public, donors and partners.

WORKING CONDITIONS/PHYSICAL EFFORT

This position involves working in a complex underwater environment, operating vessels 28' and less, and maintaining high safety standards while often managing 3-5 additional (sometimes relatively inexperienced) divers. You must achieve and maintain a high level of spatial awareness, for divers' safety and to complete restoration tasks seamlessly.

Work requires high levels of physical exertion and/or physical strain. Must be able to carry 65 pounds and able to lift 35 pounds overhead. This position is expected to perform 3 shallow-water SCUBA dives for up to 5 consecutive days per week. The work environment involves frequent exposure to various elements (sun, heat, wind, rain, cold, etc). Typical work week is 9am-5pm, 5 days a week, including weekends. Additionally, a willingness to travel and work flexible hours is essential. CRF™ requires Covid Vaccination (subject to applicable federal/state guidelines) to join our team.

Coral Restoration Foundation™ is an Equal Opportunity Employer.