POSITION ANNOUNCEMENT: Front-end Developer

Conservation Science Partners (CSP; csp-inc.org) is seeking a Front-end Developer to support the technical work of 25+ creative conservation biologists, ecologists, and social scientists implementing 50+ science-driven projects across the U.S. and internationally.

Conservation Science Partners is a leader in the fields of conservation biology and landscape ecology, working at the intersection of the latest computational technologies and the environmental sciences. We work in the exciting, complex, and fast-paced non-profit realm where the emphasis of projects is generally on terrestrial ecology and freshwater systems, with applications to human systems (e.g., land and water use, protected areas, social and environmental justice, end-user needs) using tools that include: data science and advanced analytics; disturbance, drought, impacts, or risk analysis; climate change vulnerability analyses; species occupancy and habitat modeling; and wildlife and ecological connectivity analysis, among others. We seek a Front-end Developer to assist in creating a variety of web-based applications, predominantly interactive maps, in common languages (Javascript/HTML/CSS). The individual in this position is expected to have familiarity with common geospatial data formats and conversion tools as well as web mapping APIs. Ideal candidates should be prepared to focus on reusable code and templates which can be applied to multiple problems and be able to quickly learn new methods and software tools as needed. This individual will work closely with teams based in two offices (CA and CO) plus affiliated locations or institutions in four other western states. The successful candidate will contribute to an internal culture of diversity, equity, inclusion, innovation, creativity, and experimentation, and help to advance the function, direction, and initiatives of the organization.

Core responsibilities for this position include:

• Design, development, implementation, and management of web mapping applications and/or interactive data dashboards for effective science communication for multiple research initiatives or projects simultaneously; liaising with diverse partners or clients, as needed.
• Supporting manuscripts, reports, proposals, professional presentations, and science communication tools.
• Demonstrated capacity to work in creative collaboration with diverse partners.

Preferred qualifications or skills:

• Ability to design wireframes or mockups of fairly simple websites and dashboards with modern aesthetics.
• Knowledge of server technologies to house and serve geospatial data such as geoserver and postgis/postgresql, particularly on cloud platforms.
• Ability to utilize versioning tools (git) and online platforms (github, gitlab).

Required qualifications: We are seeking someone with experience in building custom web applications from the ground up. Graduate and post-graduate experience in ecology or a natural resources field is
desirable, but not necessary. Applied experience will be looked upon favorably. Other required qualifications are expected to include:

- Experience utilizing current front-end technologies including html, css and javascript as well as other languages and tools necessary to efficiently create web applications. These tools could include interface and layout libraries such as boot-strap, materialize, or jquery; web frameworks such as react, angular, or Vue; visualization APIs such as Google Charts or d3.js; and build software such as babel, webpack, or grunt.
- Knowledge of common Geographic Information System data formats and tools to download, process, and export such data for use on web platforms using appropriate mapping APIs. Open source tools are generally preferred, such as R, python, and GDAL/OGR. Mapping platforms could include Mapbox-gl, leaflet.js, and Google Maps API.
- Experience deploying web applications to remote servers and cloud platforms such as Google App Engine and Microsoft Azure App Service.

Application deadline and expected start date: Priority will be given to complete applications received by August 31, 2020, with screening to begin soon thereafter; interviews will begin in early September, with an ideal start date of early October 2020.

Location: This position is intended to be based in Truckee, CA. Due to the ongoing, fluid situation with the risks of COVID-19 transmission, and CSP’s interest in reducing such risks, we will consider a remotely stationed individual. Ideally, if and when the risks are sufficiently reduced, and if the candidate and CSP staff are comfortable, we would like to revisit the location of this position. Truckee is 30 minutes from Reno, NV. The Reno-Truckee area offers a high quality of life near natural beauty, a vibrant evolving urban area, outdoor recreation, excellent educational institutions, and a convenient international airport.

Compensation: We offer competitive salaries commensurate with experience. We also offer a comprehensive group medical, dental, and vision insurance package; retirement benefits; and professional growth and advancement opportunities.

How to apply: Please prepare a cover letter explaining how your goals, skills, and experience fit the core responsibilities of the role. Please also describe how your broader knowledges and experiences can contribute to our organizational culture and values. In addition, please provide the names and contact information of at least three relevant professional references, as well as your CV, and send to hiring@csp-inc.org. Please indicate FRONT-END DEVELOPER in the subject line. Your cover letter, reference list, and CV should be compiled and emailed as a single PDF file. We sincerely appreciate all those expressing interest in this position. However, only applicants invited for an interview will be contacted.

About Conservation Science Partners: CSP is a 501(c)(3) nonprofit scientific collective established to meet the analytical and research needs of diverse partners in conservation projects. Our mission is to apply human ingenuity to the preservation of species, populations, and ecosystems using scientific principles, innovative approaches, and lasting partnerships with conservation practitioners. Our principal
offices are located in Truckee, CA, and Fort Collins, CO, with additional staff located in four other western states.

**Organizational Values and Culture:** Our core values include scientific and technical excellence and integrity, and we consider diversity, equity, and inclusion as equally important values for our employees to possess or be open to learning and growing. We support and encourage creativity and innovation in practice and products; respectful co-production of knowledge; engagement with social justice practices; and connection to the living world. CSP supports vibrant, diverse living systems of all kinds, remaining mindful of the root causes of ecological harm. In particular, we are committed to realizing diversity, equity, and inclusion in all we do. We are actively pursuing projects that directly involve Black, Indigenous, and communities of color and diverse international partners, address disparate impacts of environmental change, and support social justice. We are advancing a process to ensure that such goals come alive, recognizing the sustained attention, learning, and long-term commitment that this requires.

CSP’s culture stems from highly skilled, independent people working in dynamic collaboration to implement quality projects while imagining the future shape, form, and landscape of conservation partnerships. Our staff includes artists, musicians, athletes, collectors, mechanics, and people pursuing other passions beyond conservation. As a group, we are candid and embrace respectful communication, intellectual independence, intentional collaboration across a dispersed network, personal accountability, ownership of quality and joy in our work, and adaptability and resilience. We put a special emphasis on innovation and creative co-leadership. Through staff workshops and retreats, collaborative ‘Innovation Labs,’ cross-sector outreach and training, and staff-driven technical and facilitative approaches, we seek ways to increase our creativity, efficiency, and effectiveness, while enjoying the process.

*CSP is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, sexual orientation, gender identity, gender expression, creed, veteran status, parental status, or marital status in its programs and activities. We recognize that diverse backgrounds, cultures, and experiences can only enrich our community and our conservation mission and goals. As part of our intentional efforts to increase inclusivity, equity, diversity, and justice, we encourage applicants from underrepresented groups in conservation, e.g., those who identify as women or non-binary, LGBTQ+, are people of color, or represent any combination of these and other identities.*