



JOB DESCRIPTION: CONSERVATION MANAGER

Release Date: February 2026
Start Date: March 2026
Reports to: Director of Conservation
Status: Full-time, Non-exempt
Compensation: \$32.00 - \$35.00 per hour
Location: San Diego Bird Alliance office

Position Summary

San Diego Bird Alliance (SDBA), a dynamic and growing non-profit organization working to defend our region's birds, unique biodiversity, and threatened habitats through advocacy, education, and restoration, is seeking a Conservation Manager. We need a highly-motivated individual with a professional background in conservation science, planning and habitat restoration to serve as our Conservation Manager. The position requires passion for conservation, excellent project management and writing skills, experience engaging stakeholders, avian surveying experience mentorship of staff and volunteers, and enjoyment of a diverse, fast-paced work environment.

Responsibilities

Habitat maintenance and restoration oversight (50%)

- Coordinate and lead staff work with on-the-ground habitat management and maintenance projects, including at the endangered California Least Tern nesting sites in Mission Bay and other coastal dune, salt marsh and coastal sage scrub habitats.
- Recruit, educate, mentor and supervise staff and hundreds of diverse volunteers each year, and share the conservation, policy and community science work of our organization.
- Establish and maintain collaborative relationships with agencies, experts and partner organizations.
- Carry out biological monitoring of endangered nesting birds.

Conservation planning (25%)

- Collaboratively implement and improve management for California Least Terns in Mission Bay.
- Create and oversee work plans for habitat restoration and monitoring projects throughout the region including on our properties, Silverwood Wildlife Sanctuary and Anstine-Audubon Nature Preserve.
- Review data and literature to ensure high-quality conservation and monitoring of our habitats and species.

Fund development and outreach (15%)

- Collaborate with our staff to raise funds for conservation programs, including grant research, administration and writing.

- Prepare periodic articles for publication in *Sketches* newsletter and electronic communications that communicate the activities of the SDBA conservation programs.
- Support outreach and communications efforts of the conservation program.

Environmental advocacy (10%)

- Foster SDBA’s grassroots activist network, including our programs to recruit and train Conservation Committee members and the projects that they create.
- Represent our organization within the wider conservation and environmental justice community.

Qualifications

- Deep commitment and passion for the conservation of birds, other wildlife, and their habitats
- First-hand experience overseeing conservation work, including nest monitoring, for California Least Terns and other coastal sand dune species
- At least 5 years of experience with wildlife biology, coastal habitat ecology, local Southern California flora/fauna, regulation context, and restoration best practices
- Strong project management skills and able to prioritize and adjust to changing timelines
- Outgoing people-person and confident public speaker, with excellent written and oral communication skills able to represent our conservation program in community outreach events
- Proven leadership experience in motivating and managing people
- Experience translating technical content from existing research and monitoring activities for decision-makers and the public
- Hard working, self-motivated, and able to work with a team in leadership and supporting roles
- Experience researching and writing grants preferred
- GIS experience preferred
- English and Spanish speaker preferred

Other Job Requirements

- Must have a valid driver’s license, excellent driving record, and reliable transportation.
- Must be able to work weekends, especially January – April, and several evening events per year.
- Must be able and willing to perform all aspects of job in all seasons, rugged terrain, and be able to move materials and equipment weighing over 40 pounds.

Salary, Benefits & Terms

This is a regular full time (40hr/wk), non-exempt position with a wage range of \$32 to \$35 per hour, commensurate upon experience. We are committed to providing an inclusive work environment, including flexible work schedules, telework options, 100% healthcare premium, generous vacation, sick leave, and holiday time, and SIMPLE-IRA 3% matching retirement benefit after the first calendar year of employment. Benefit details provided by request.

How To Apply

- *Preferred method:* Complete our online application ([Job Application for Conservation Manager](#)), which requires a Google account for file uploads. If you don't have a Google account, you can create a free account at [google.com](https://www.google.com).
- *Alternative method:* Email your cover letter and resume as a **single PDF** to jobs@sandiegobirdalliance.org with "Conservation Manager" in the subject line. In your email, please respond to these questions:
 1. What draws you to conservation work in general and this position specifically? (100 word limit)

2. Do you have experience monitoring nesting shorebirds? (Y/N)
3. Do you have experience with California Least Terns? (Y/N)
4. Do you have 5+ years of experience working in a professional conservation position? (Y/N)
5. Do you have experience supervising staff and volunteers? (Y/N)
6. Do you speak Spanish? (Y/N)
7. This position requires regular work at the SDBA office on Morena Blvd, San Diego CA, and in the field in Mission Bay and other coastal locations. Are you able to be at these locations routinely? (Y/N)
8. Are you authorized to work in the United States?

Applications without a cover letter will not be considered. No phone calls, please. Applications will be reviewed on a rolling basis and the position may be filled at any time, so early applications are encouraged. We hope to have the right person in place in March 2026.

Equal Employment Opportunity Employer and Statement on Diversity

San Diego Bird Alliance Society is proud to be an Equal Employment Opportunity employer. We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, or other applicable legally-protected characteristics. San Diego Bird Alliance is committed to building a diverse and inclusive environment reflecting the diversity of our community in its board, staff, volunteers, and members and ensuring its internal culture, business practices, and programs are welcoming and advance its diversity goals.