Open Science Lead

CarbonPlan is a non-profit working on data and science for climate action.

We aim to ensure the quality, scientific integrity, and transparency of climate solutions. We analyze solutions based on the best available science and data and build open source tools and data products. We work directly with decision makers across the public and private sector to help them achieve ambitious climate goals. You can read more about our work on our website.

Job description

The Open Science team at CarbonPlan uses software and data to facilitate our climate action goals. As the team lead, your primary responsibilities will be to manage our open source software engineering and data science efforts while providing technical mentorship across the organization. You will help align the team's work toward our policy and product goals, including the data and engineering work that directly enables our tools, resources, and other products. You will also guide team contributions to open source and open science ecosystems, both in the context of existing grant-funded work and by identifying and pursuing new funding opportunities. In addition, you and the team will help maintain an open source software stack, and norms around software development and open data sharing, that are used across our organization. The Open Science Lead reports to the Executive Director. If you are passionate about open science and working on climate change, please apply!

You will:

- Manage a team including software engineers, data scientists, and research scientists
- Guide data, analysis, and engineering efforts in alignment with our policy and product goals (browse carbonplan.org/research for examples of products including tools, articles, and data)
- Guide team contributions to open source and open science projects within the climate data and earth sciences communities and identify grant-funded opportunities for such work (browse github.com/carbonplan for examples)
- Help maintain a software stack built around scientific Python, cloud computing and data storage (on Azure, AWS, and Google), Jupyter and JupyterHub
- Encourage and mentor research and data explorations that have the potential to inform our broader policy work and strategy
- Oversee the curation of documentation and other technical writing (e.g., blog posts)

- Develop and ensure the implementation of team norms for GitHub repositories, documentation, and data cataloging
- Develop and disseminate standards and best practices for ensuring reproducibility and transparency in computational work

You should have:

- Passion for our mission
- 6+ years using scientific computing or related tools (in either a research or software setting)
- 4+ years managing a technical team (in either a research or software setting)
- Commitment to mentorship and individual growth
- Excellent written and verbal communication skills
- Experience working in highly collaborative and cross-functional environments
- A portfolio of relevant open source software projects, publications, etc.

You'll be an especially good fit if you have:

- Experience using scientific Python
- Experience in a relevant subject matter domain, including but not limited to, earth sciences, geospatial analysis, and remote sensing
- Experience using and/or managing cloud computing infrastructure
- Experience applying for and securing funding, such as for research grants or data or software development budgets
- Experience using and contributing to open source ecosystems
- Experience with technical writing
- Experience with academic research processes
- Interest in how open science principles can contribute to accountability work
- Interest in applying your core competencies in support of broader public interest outcomes

You should include in your application:

- A link to your portfolio (GitHub, website, technical blog, etc.),
- Your Resume / CV, and
- Please provide answers to each of the following questions:
  - What excites you about working at CarbonPlan, and about this specific position?
  - Discuss relevant experience with team management.
  - Discuss relevant experience working with open source software and open science.
  - At CarbonPlan, we value the diversity of experiences and perspectives in climate work. What life experiences and perspectives would you bring to this team in that regard?

CarbonPlan is an equal opportunity employer, and we are committed to building an inclusive and diverse workplace. Addressing climate change requires confronting systems that create inequity and injustice, and doing so will require a team with culturally diverse perspectives. All qualified applications — regardless of race, color, gender, religion, age, sexual orientation, sexual identity, national or ethnic origin, disability, marital status, veteran status, and any other occupationally irrelevant criteria — will receive full consideration. We especially encourage applications from individuals from underrepresented groups in science, technology, and environmental organizations.

Benefits

We are committed to providing competitive compensation and comprehensive benefits to our employees. We offer fixed salary levels based on experience and role to minimize biases in compensation and to ensure team members are paid the same for doing the same work. Employees are eligible for promotion or salary increases every six months at the time of their performance review.

We expect this position to be a regular, full-time position, with an annual salary of $145,000 USD. However, we are open to some variance in experience, which may affect the resulting level and annual salary. In addition to salary, we offer a comprehensive set of benefits to all full-time employees:

- Health insurance (100% of costs covered for employees, 75% for dependents)
- Dental insurance
- Vision insurance
- Flexible health spending accounts
- Dependent care spending accounts
- Life insurance
- 401(k) retirement fund with matching employer contribution
- Unlimited time off (expectation of a minimum of four weeks)
- 16 weeks paid parental leave
- Remote work expense reimbursements

We are not currently able to sponsor a visa for this position, and therefore can only consider applications from people who are already authorized to work in the United States. We are based primarily in San Francisco, but currently work remotely. The hiring manager for this role is in San Francisco. Remote work from any location on Pacific or Mountain Time works for us!

COVID-19 Vaccine policy

CarbonPlan is committed to providing our staff with a safe work environment and helping to promote the health of our community. As such, CarbonPlan will require all employees to confidentially show proof of COVID-19 vaccination as a condition of employment, unless they are unable to receive the vaccine because of a medical condition or sincerely held religious belief or practice. In accordance with the Americans with Disabilities Act and Title VII, and applicable state laws, CarbonPlan will do our best to make reasonable accommodations for employees who (1) cannot take the vaccine due to a medical disability or (2) seek an exemption from the vaccine based on sincerely held religious beliefs.

How to apply

Apply at https://apply.workable.com/carbonplan/j/61E1AC0C31/