



JOB OPPORTUNITY: **Conservation Advocacy Coordinator**

Release Date: April 2026
Start Date: ASAP
Reports to: Director of Conservation
Job Status: Full-Time, Non-Exempt
Compensation: \$22-\$25/hr, commensurate upon experience
Location: Hybrid / Field-based throughout San Diego County

Position Summary

San Diego Bird Alliance is a nonprofit organization working to defend San Diego County's birds, unique biodiversity, and threatened habitats through advocacy, education, and restoration. By fostering strong partnerships, investing in places, and engaging the community, we develop leaders and drive habitat restoration efforts in our shared parks in Mission Bay, San Diego Bay and throughout the County.

With conservation campaigns including ReWild Mission Bay, education of elected officials, training of new advocates and community habitat restoration events, our Advocacy Coordinator will share our work, engage with communities, represent our organization, do science-based outreach, improve policies to conserve birds and their habitat, and empower leaders to invest in our shared outdoors.

The Conservation Advocacy Coordinator works with staff, volunteers, partner NGOs, community groups, and multiple agencies to inspire conservation action. Through the lens of a local and well-respected nonprofit organization, the Advocacy Coordinator will improve our County by inspiring conservation work and improving policies and actions.

Responsibilities

- **Lead Conservation Advocacy Campaigns (80%)**
 - Conserve and restore our threatened birds, biodiversity, and habitats by helping the public take action.
 - Tie advocacy campaigns on conservation issues into our existing conservation projects, and work to improve our local advocacy work on California Least Tern, native plants, lights out, Vaux's Swifts, and more.
 - Foster the ReWild Coalition, including:
 - Energize and inform the Coalition with blogs, emails, earned media, and op-eds,
 - Organize bi-monthly ReWild Coalition meetings, and
 - Expand the Coalition's work to include Mission Bay, Rose Creek, and Tecolote Creek.
 - Organize our annual Earth Advocates Training program.
 - Organize events aimed at public engagement including Love Your Wetlands Day, King Tides, etc.

- Communicate with people and organizations looking to take conservation action.
 - Represent our organization at community and regional meetings.
 - Maintain existing relationships and build new partnerships to help local communities engage with their parks and steward their natural resources.
- **Administration (20%)**
 - Complete timesheets, data tracking, grant and event reporting, CRM use, etc.

Qualifications

- Interest in learning about and identifying birds, native and non-native plant species, and our varied habitats throughout the County
- Outgoing with excellent oral communication and writing skills
- Organized, able to set priorities and handle multiple tasks
- Experienced with multiple forms of media and storytelling
- Hard-working, self-motivated, able to work in a team setting and individually
- Experience with conservation advocacy, community organizing, or environmental campaigns preferred
- Familiarity with local government and agency processes a plus

Other Job Requirements

- Must pass background check
- Valid California driver's license and reliable transportation
- Ability to work outdoors in varied weather conditions for field events
- Ability to lift and carry materials up to 25 pounds

Salary, Benefits, and Terms

This is a regular full time (40hr/wk), non-exempt position with a wage range of \$22 to \$25 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, 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 Advocacy Coordinator](#)), 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.
- **Alternative method:** Email your cover letter and resume as a single PDF to jobs@sandiegobirdalliance.org with "Conservation Advocacy Coordinator" 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? (500 character limit)
 2. Do you have experience leading environmental advocacy projects?
 3. What's your favorite SDBA advocacy campaign and why? (250 character limit)
 4. Do you speak Spanish? (y/n)
 5. Are you authorized to work in the United States? (y/n)

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 May 2026.

Equal Employment Opportunity Employer

San Diego Bird Alliance 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.