



**National
Marine Sanctuary
Foundation**

REQUEST FOR QUALIFICATIONS

Gear Innovation Technician

Location: Remote and on-site (Santa Cruz, CA)

Contract Period: March 2025 to August 2025 (fixed term, with the possibility of extension)

Compensation: \$30.00 per hour, averaging 40 hours per week based on project needs

Budget: Up to \$24,000

Project Description

The National Marine Sanctuary Foundation, a 501(c)(3) nonprofit organization and leading voice for U.S. protected waters, is seeking an independent contractor to fulfill the role of Gear Innovation Technician. The contractor will support the testing and development of innovative fishing technologies designed to reduce whale entanglement risks.

The contractor will conduct field trials of on-demand fishing gear with commercial fishermen, organizing and maintaining a gear library, and supporting data collection, entry, and reporting on trial results. The contractor will work independently and meet specific deliverables outlined in this agreement.

This contract seeks a professional with excellent organizational, analytical, and communication skills, along with the ability to operate and troubleshoot fishing gear technologies. While experience with innovative gear is not required, the ideal individual should be tech-savvy and eager to independently learn how to operate and maintain new technologies. Prior experience with cooperative research projects involving commercial fishermen is strongly preferred.

Scope of Work

The contractor is expected to complete the following tasks:

1. Field Trial Coordination

- Coordinate with approximately ten fishermen to conduct field trials of innovative gear over a 3-month period.



- Organize and schedule gear delivery, pick-up, and training sessions to equip and prepare fishermen for trials.
- Provide technical and operational support during the trials, including troubleshooting and data collection as necessary.

2. Gear Lending Library Management

- Become familiar with innovative fishing gear technologies to support trials.
- Maintain, track, and organize gear inventory.
- Conduct inspections and maintenance to ensure gear readiness for trials.
- Develop and update procedures for checking out, checking in, and maintaining an inventory system for gear.
- Develop and update training and operational support materials to guide proper gear operation and maintenance.

3. Data Management and Reporting

- Collect trial data recorded by fishermen on data sheets and tablet-based applications, ensuring data accuracy and completeness.
- Organize, analyze, and summarize trial data.
- Generate and submit regular reports to fulfill research permit requirements.
- Prepare a final report summarizing trial outcomes, challenges, and recommendations.

Timeline

- March 2025: Orientation, gear preparation, and trainings
- April-June 2025: Field trials, data collection, and gear library management.
- July-August: Gear library management, data analysis, and final reporting.
- August: Final products submitted to the Foundation.

Deliverables

- Organize and conduct training sessions and field trials with participating fishermen
- Develop gear inventory system to track gear usage, condition, and maintenance
- Create training and instructional materials for proper gear operation and maintenance
- Prepare data summary reports that fulfill research permit requirements



National Marine Sanctuary Foundation

- Deliver final report summarizing trial outcomes, challenges, and recommendations for future improvements and efforts

Qualifications

Required

- Bachelor's degree in fisheries, marine conservation, ocean technology, or a related field.
- Demonstrated ability to operate and troubleshoot technical equipment.
- Strong written and verbal communication skills, with proficiency in data entry and analysis tools such as Microsoft Excel or R.
- Reliable transportation and a valid driver's license to travel to project locations within Central California (mileage reimbursed).
- Availability to work independently and complete deliverables within the agreed timeline.

Preferred

- Experience working on fisheries or marine conservation projects involving commercial fishermen.
- Familiarity with California trap gear fisheries.
- Experience aboard commercial fishing vessels in adverse weather conditions.

Terms of the Agreement

- The contractor is responsible for managing their own schedule and ensuring deliverables are completed on time.
- The contractor is not required to be on-call but must attend up to three meetings per week and one mandatory training session to provide the necessary resources and information for the role. Additionally, the contractor must participate in fishermen training sessions.
- Work may require occasional travel within Central California.

HOW TO APPLY

Please submit your application package to the Foundation through C-STAAR – the Foundation's Collaborative System for Tracking Activities, Awards, and Reporting – using the following link: [C-STAAR](#).



Step1:

You will need to register as an individual to begin your application. You can find registration steps and instructions [here](#).

Step2:

Once you have set up your Individual profile, navigate to the applicant home page. You can always access the homepage by clicking the "Applicant Homepage" button in the top right corner. You should then scroll down and click "View Active Contract RFPs" to find the **Gear Innovation Technician** RFP. Click the "Apply to RFP button" to see the application page and be sure to click the blue "Start Application" button at the bottom of the page to begin the application.

Step 3:

Only complete the sections that are indicated as required fields (these are indicated with an asterisk*). These sections include:

- Title: [Your Name]
- Amount Requested: \$24,000
- Start Date: March 31, 2025
- End Date: August 31, 2025
- Agreement Signatory: Yourself

Please direct all questions regarding this RFP to support@marinesanctuary.org with the email subject line: RFP Gear Innovation Technician: [Name].

Applicants must submit the project proposal in the C-STAAR by 11:59 pm PT on March 07, 2025. Determinations will be made on or before March 21, 2025, and applicants will be notified shortly thereafter.

ABOUT US

The National Marine Sanctuary Foundation was founded in 2000 by America's most influential ocean conservation leaders and works with communities and NOAA to conserve and expand these special places for a healthy ocean, coasts, and Great Lakes. Sanctuaries and monuments are our essential network of protected waters, owned by every American and championed by us. Connected by currents, they sustain miraculous species, coastal communities, and our shared heritage. The Foundation is a leading voice for U.S.-protected waters, and our work extends from the ocean floor to the classroom to Capitol Hill. The Foundation supports a growing portfolio of Community Stewardship, Outreach, and Education programs aimed at providing students, educators, and lifelong



learners with opportunities to explore and discover connections to the natural world, no matter where they live.