



Volunteer Aquarium Diver Position Description

Position Title: Volunteer Diver

Department: Dive Operations

Come join a team dedicated to the [Academy's mission, vision and values!](#) Currently, the Academy has a [new strategic plan](#) including three initiatives – *Hope for Reefs*, *Thriving California*, and *Islands 2030* – that leverage biodiversity science, environmental learning, and collaborative engagement to regenerate fragile ecosystems around the world. Learn more at <https://www.calacademy.org/about-us/major-initiatives>.

We hope you are inspired by what we do and are excited to contribute to our mission. The Academy is looking for candidates who do great work, and we know they may come from a number of different backgrounds and experiences. We encourage you to apply even if you do not believe you meet every one of the qualifications for the position.

The candidate must easily be able to work onsite in Golden Gate Park in San Francisco. All volunteers are required to have up-to-date COVID-19 vaccination, including receiving a booster shot, as a condition of service, absent qualifying exemptions in accordance with applicable laws. Applicants selected to join the volunteer community at the California Academy of Sciences will be provided the full text of the vaccination policy.

POSITION SUMMARY:

Reporting to the Dive Operations staff, the Volunteer Diver is responsible for assisting with routine aquarium diving operations to include delivering public programs, diving and tending maintenance dives and feeding live vertebrates and/or invertebrates. Volunteers will receive surface supply and full face mask training and will have the opportunity to become Fill Station Operators. Volunteers will also gain knowledge in coral reef ecology and conservation efforts.

We are committed to ensuring diversity, equity, accessibility, and inclusion are intrinsic to Academy culture and operations, from recruitment and retention to science and advocacy. Explore [Our Commitment to Racial Equity](#) to learn about our intentional engagement of traditionally excluded groups in an effort to spark interest in or foster pathways to scientific careers.



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REQUIRED COMMITMENT:

Dive Volunteers work a minimum of **one 4-hour long shift** on a standing monthly schedule. Due to the extensive training requirements for dive volunteers, new volunteers must be able to commit to volunteering for a **minimum of one year** (unfortunately we are unable to consider applicants with more limited availability at this time). Shifts may include mornings, limited afternoons, and weekdays-only depending on staffing. *Please note that shifts are only available for specific days at a given time. See the volunteer application for specific openings.*

To see if this role is currently available and apply now, check the [Volunteer Application](#).

POSITION DUTIES AND RESPONSIBILITIES:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable persons with disabilities to perform the essential functions.

- Conduct and support delivery of dive programs to the general public
- Clean acrylic, intake filters, and scrub rocks as required in aquarium exhibits
- Maintain a high level of cleanliness and care of locker rooms and dive equipment
- Follow equipment disinfection procedures
- Provide topside support for surface supplied air and SCUBA dive operations
- Feed live vertebrates and invertebrates according to husbandry protocols
- Assist husbandry staff in tending peripheral exhibit dives
- Maintain situational awareness on dive decks and in exhibits
- Adhere to the policies, procedures, and regulations promulgated in the Academy Dive Safety Manual
- Attend all annual recurrent training programs
- Arrive on time for all scheduled dive shifts
- Adhere to the volunteer dive program substitution policy
- Notify Dive Operations staff of changes in physical or mental condition affecting fitness to dive
- Promote the Academy's mission and represent the Dive Program in a professional manner

QUALIFICATIONS:

The qualifications listed below are representative of the knowledge, skill, and/or ability required or preferred.

EDUCATION and/or EXPERIENCE:

A qualified candidate will possess a combination of the following education and/or equivalent experience:

- Rescue-level dive certification from a recognized certification agency such as NAUI, PADI, or SSI



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- Must have a minimum of 50 logged dives with at least six dives completed within the last 12 months. Preferred cold water diving experience
- Be 18 years of age or older
- Possess current **healthcare provider-level** CPR/AED, First Aid, and Oxygen Provider certifications. CPR must cover two-rescuer CPR and Oxygen Provider must cover Bag Valve Mask skill; Dive Operations may be able to provide this training if needed (course fee applies)
- Possess and maintain current DAN insurance
- Live within a 75-mile radius of the Academy

SKILLS AND ABILITIES:

- Be able to pass a confined water swim and scuba skills evaluation
- Be able to pass and maintain currency on dive medical examination
- Ability to present programs and effectively convey information to visitors, the general public, and the media in a professional manner
- Able to work as part of a team and effectively collaborate with paid staff and other volunteers
- Comfortably dive in water temperatures ranging from 48°F - 82°F
- Be able to rescue a diver in an emergency situation
- Ability to effectively and properly communicate with volunteers and Dive Operations staff using Google Group email platform
- Must have excellent verbal and written communication skills
- Able to read and interpret documents to include safety regulations, operating and maintenance instructions, and procedure manuals
- Able to write routine reports and correspondence
- Able to deliver dive briefings and speak effectively to groups of people
- Must be willing to abide by current health and safety protocols

WORK ENVIRONMENT:

The physical demands and work environment described here are representative of those that must be met by a volunteer to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this position, the volunteer is frequently required to stand, sit, walk, and reach with hands and arms, and talk or hear. Must be able to lift 75 lbs. Must be able to perform repetitive motions fifty (50) percent of the time. Must be able to pass a diving medical evaluation and swim test in accordance with AAUS standards as outlined in the Academy's Dive Safety Manual.

The California Academy of Sciences will give full consideration for employment to all qualified applicants with criminal histories in a manner consistent with the requirements of the [San Francisco Fair Chance Ordinance](#) (SF Police Code, Article 49).



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The California Academy of Sciences is an Equal Opportunity Employer and is committed to ensure that all employees and applicants receive equal consideration and treatment, regardless of race, color, creed, gender (including gender identity or gender expression), religion, marital or domestic partner status, age, place of birth, national origin or ancestry, physical, mental or medical disability, height or weight, sex, sexual orientation, citizenship, military service status, veteran status, or any other characteristic protected by state or federal law or local ordinance.