

## POSITION DESCRIPTION

<b>Title:</b>	Seasonal Crew Leader -- Mexican Spotted Owl Monitoring (multiple positions)
<b>FLSA Status:</b>	Seasonal / Non-exempt / Hourly
<b>Reports to:</b>	Senior Research Scientist
<b>Direct Reports:</b>	Field Technicians and Interns
<b>Location:</b>	New Mexico and Arizona
<b>Wage:</b>	\$17.00 - 18.00 hourly, depending on experience. Limited overtime hours may be required
<b>Duration:</b>	Approximately 16 weeks (Late March or early April into July)
<b>Benefits:</b>	None
<b>Purpose</b>	The crew leader will participate and lead technicians in research activities to estimate occupancy rates of Mexican Spotted Owls as well as other research projects pertaining to Mexican Spotted Owl population monitoring.

### **About the Organization:**

Bird Conservancy of the Rockies conserves birds and their habitats through an integrated approach of science, education and stewardship. Our work extends from the Rockies to the Great Plains, Mexico and beyond. Our mission is advanced through sound science, achieved through empowering people, realized through stewardship and sustained through cross-border collaborations. We monitor and identify population trends, research habitat needs, engage landowners and managers in wildlife and habitat stewardship, and inspire audiences of all ages to be better stewards of the land. Together, we are improving native bird populations, the land, and the lives of people. Learn more about our work and programs at our website: [www.birdconservancy.org](http://www.birdconservancy.org)

### **Project Overview:**

Bird Conservancy of the Rockies conducts long-term occupancy monitoring of the Mexican Spotted owl on National Forests throughout Arizona and New Mexico. In addition, we conduct complimentary research and other projects pertaining to Mexican Spotted Owl survey methods and monitoring.

Fieldwork entails navigating to established survey locations during daylight hours by driving on remote roads and hiking on- and off-trail, often in rugged terrain. After dark, technicians follow a strict protocol of broadcasting Spotted Owl calls and listening for responses from owls at up to 5 survey points, approximately ½ to 1 km apart. Technicians hike between survey points and return to their camping locations in the dark. Campsites are usually primitive, often without cell phone service or facilities. Occasionally, overnight backpacking is required. Field technicians generally work in pairs for safety reasons. Field crew leaders may occasionally be required to complete surveys alone in less remote sites.

Field crewmembers must provide their own computer and hiking, camping and backpacking gear, including appropriate clothing and footwear. Bird Conservancy of the Rockies will provide the following equipment, which must be maintained in good condition: GPS, satellite and broadcast units; maps, compass and headlamp.

### **Job Duties and Responsibilities:**

Crew leaders must possess a valid driver's license and proof of auto insurance. A strong work ethic and enthusiasm conducting fieldwork are also necessary.

- Conduct nighttime surveys for Mexican Spotted Owls following established protocols
- Oversee field logistics and safety of up to four field technicians and interns

- Ensure data quality and adherence to protocols by supervisees
- Mentor and work alongside one or two interns
- Coordinate surveys with Forest Service Biologists
- Communicate regularly with Project Leader
- Interact positively and professionally with landowners, locals and agency employees as needed

**Knowledge, Skills and Experience required:**

- Twelve months experience in ecological fieldwork
- Prior supervisory/leadership experience
- Ability to train others in the use of field equipment, including map and compass, GPS and satellite communication devices
- Exceptional organizational skills
- Ability to manage field logistics and crew schedules
- Driver's license and 4WD experience
- Backcountry experience (including backpacking, off trail navigation, basic survival skills, and grit)
- Ability to hike up to 12 miles a day while carrying a backpack weighing up to 40 pounds
- Attention to detail and ability to exactly follow field protocols
- Ability to learn visual and auditory identification of nocturnal birds
- Ability to travel and work with a partner for up to 10 days at a time
- Ability to maintain a positive disposition in extreme conditions
- Effective written, verbal, and interpersonal communication skills
- Enthusiasm for spending 3.5 months in beautiful forests and canyons

**Physical Demands / Work Environment:**

- Surveying, hiking, and navigating at night in mountainous terrain, both on- and off-trail, in variable and extreme weather conditions
- Working in areas with potentially dangerous wildlife (black bears, mountain lions, rattlesnakes)
- Hiking for extended periods of time in uneven terrain carrying a backpack weighing up to 40 pounds
- Camping and/or backpacking for up to 10 consecutive nights
- Driving on rough roads, dealing with mud, navigating around cattle and barbed-wire fencing

**COVID-19**

Employment is contingent upon the employee's compliance with COVID-19 safety restrictions. This may include but is not limited to the following: getting a COVID test prior to starting the position, wearing a mask, practicing social distancing, and following National, State and Bird Conservancy COVID-19 guidelines throughout the period of employment.

**To Apply:**

Send a cover letter, resume, and contact information for three references IN ONE DOCUMENT (.pdf or .doc) to [spottedowl@birdconservancy.org](mailto:spottedowl@birdconservancy.org). Name your application file as follows: *Lastname\_MSO2021\_leader*. Applications will be reviewed in January 2021 and positions will be filled as suitable applicants are found.