JOB POSTING ANNOUNCEMENT

Title:	Post-doctoral Research Associate (Quantitative Ecologist)
Position Class:	Ecologist
FLSA Status:	Full Time / Exempt / Salaried
Reports to:	Research Director
Direct Reports:	None
Location:	Fort Collins
Salary:	$55-60K commensurate with experience
Benefits:	This is a full-time position with a comprehensive benefits package (paid time off, 403b retirement plan, health, dental, and vision insurance)
Start Date:	November 1st, 2021

About the Organization:

Bird Conservancy of the Rockies is a 501-c(3) non-profit headquartered at the Environmental Learning Center at Barr Lake State Park with a satellite office in Fort Collins, CO. Bird Conservancy of the Rockies conserves birds and their habitats through an integrated approach of Science, Education, and Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

Position(s) Overview:

Bird Conservancy is seeking a dynamic quantitative ecologist to join our flock as a post-doctoral research associate. The selected research associate will be expected to develop models and data visualizations that examine spatial and temporal variation in population dynamics and drivers of grassland bird declines using count-based monitoring data. Model outcomes will be used to inform conservation and management recommendations and will be compared to more data intensive demographic-based approaches (e.g., Integrated Population Models). Applicants are expected to have a strong quantitative background and analytical skill set using Bayesian approaches. Experience with large count-based data sets, data integration, N-mixture models, dynamic species distribution models, and interactive data visualization are highly desired qualifications. The successful applicant will work collaboratively with our science team (14 scientists and ecologists) and will be under the direct supervision of our research director. The post-doc will work closely with our lead Biometrician and other research scientists on model development, analysis, and data visualization products. This position is currently funded for 12 months with the potential to extend and/or be promoted to a Research Scientist based on performance and available funding. The research associate will be based in Bird Conservancy's Fort Collins office; however, we can accommodate flex scheduling and telework with supervisor approval.

Essential Job Duties and Responsibilities:

- Leverage large-scale count-based monitoring data to inform conservation delivery for grassland birds using modern quantitative approaches including, but not limited to: N-mixture models, multi-state models, dynamic species distribution models, and spatiotemporal analyses
- Develop and apply innovative approaches to analyze and visualize large-scale count data
- Collaborate with internal and external scientists to implement conservation research projects (i.e., analysis and publication)
- Communicate results to diverse stakeholders through reports, manuscripts, and conference presentations
- Collaborate with internal scientists on grant writing and seeking external funding opportunities to grow our quantitative ecology program

Other Duties:

- Other duties as assigned

Knowledge, Skills and Experience required (unless otherwise noted):

- PhD in quantitative, population, or wildlife ecology with a strong statistical background or commensurate experience
- Proven ability to successfully work in a collaborative team setting
- Experience with diverse statistical approaches (Bayesian and Maximum-likelihood)
- Experience with N-mixture, Occupancy, Multi-state, Dail & Madsen models, or other count-based species distribution modeling approaches
- Experience with spatial analyses using either ArcGIS or other open-source GIS
- Proficiency in habitat relationship and landscape modelling
- Familiarity with remote sensing methods and data sources for North America
- Strong R programming skills beyond model implementation including JAGs, NIMBLE, WinBUGS and/or STAN
- Strong written, verbal communication skills with a track record of high-impact peer-reviewed publications and effective presentations in varied settings
- Proven record of successful collaborations
- General knowledge avian ecology including sampling and design

Physical Demands / Work Environment:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to work in a standard office setting, with considerable sitting, standing, and viewing of computer
- Mid-level stress
- Requires reaching continually throughout the workday (mouse, keyboard, telephone)
- May include lifting up to thirty (30) pounds of project gear on an infrequent basis- proper lifting techniques required
- Able to stand, walk, and hike for extended periods of time outside in all weather

Equal Opportunity Employer:

Bird Conservancy of the Rockies is an equal opportunity employer committed to creating a diverse work environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To Apply:

Please submit your cover letter, resume and contacts for three references in ONE document to applicants@birdconservancy.org with "Research Scientist" in the subject line. Applications will be accepted and reviewed on a rolling basis until the position is filled. Preference will be given to those applications that are submitted before September 30th, 2021.