

JOB POSTING ANNOUNCEMENT



Title: Private Lands Wildlife Biologist
Position Class: Private Lands Wildlife Biologist I
FLSA Status: Full Time / Exempt / Salary
Reports to: Stewardship Habitat Coordinator
Direct Reports: None
Location: Hiring TWO positions: Sturgis, South Dakota and Gillette, Wyoming
Salary: \$42,000 - \$45,000 depending on experience, with promotion potential
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 2021

About the Organization: Bird Conservancy of the Rockies (Bird Conservancy) 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 and fieldwork outposts in the Great Plains Region and Intermountain West. We conserve 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.

COVID-19 Policy: Bird Conservancy is committed to protecting and enhancing the welfare of its employees during the COVID-19 pandemic. As a condition of employment, all newly hired employees must provide to Bird Conservancy's human resources representative either proof of full vaccination at employment start date or agree in written form to weekly testing until further notice. Any proof of vaccination or weekly test results submitted to Bird Conservancy will remain confidential.

The positions will be based in federal offices, one in Sturgis, SD and one in Gillette, WY. While COVID-19 safety precautions limit NRCS office capacity and travel, the PLWB will have the flexibility to telework from home; when in the federal offices, the biologist will be required to adhere to all safety protocols, including wearing a facial mask and social distancing.

Position Overview: We are hiring TWO Private Lands Wildlife Biologist (biologist) to deliver habitat conservation projects on private lands; one in the grassland and sagebrush ecosystem of western South Dakota and one in northeastern Wyoming. These positions are a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), South Dakota Game, Fish and Parks (SDGFP) for Sturgis, and Bird Conservancy of the Rockies. The biologists will help agricultural producers improve wildlife habitat and achieve their management objectives by developing comprehensive conservation plans, including resource assessments, habitat treatments, and coordinate implementation (e.g. infrastructure for water and fence improvements, reducing invasive grass species and prescribed grazing plans, etc.). The biologists will work with federal, state, and local natural resource professionals, and will use voluntary, incentive-based funding opportunities (e.g. Farm Bill) to implement conservation. The biologists will be jointly supervised by Bird Conservancy and NRCS, and will travel throughout the region using a provided vehicle.

About the Areas: Sturgis, SD is a small rural town of approximately 7,500 people. The landscape includes the rolling plains of western South Dakota as well as the National Forests of the Black Hills. Sturgis is located between Spearfish (pop. 11,500) and Rapid City (pop 75,000), both locations boast multiple shopping and dining opportunities. Sturgis offers abundant outdoor recreation opportunities: within 40 miles there are skiing, hiking, biking, hunting, and UTV trails. In addition, this region has an abundance of grassland and forest bird species, and is a birder's dream. Sturgis is also home to the

famous Sturgis Motorcycle Rally which occurs in August every year, which brings thousands of visitors to the area. The predominate land uses in Western SD are small grain cropland, rangelands, and forest lands.

Gillette, WY is a rural town of ~32,000 people surrounded by rolling grasslands and shrublands in the Great Plains and the sagebrush steppe. Gillette is located at the center of a triangle of excellent recreation and wildlife viewing opportunities formed by the Bighorn National Forest, Black Hills National Forest, and Thunder Basin National Grassland. Backpacking, hiking, birding, fly-fishing and hunting opportunities abound within a several-hour radius. The predominate land use in Northeastern Wyoming is ranching. This region is a key area for Greater Sage-grouse, and conservation of private working lands is key to the recovery of this species.

Essential Job Duties and Responsibilities:

- Provide technical and programmatic support to enhance, restore or improve the management of wildlife habitat on privately-owned land in partnership with the USDA-Natural Resources Conservation Service (NRCS) and their clients (landowners) by leveraging USDA Farm Bill Conservation Programs and relevant state wildlife or habitat programs.
- Develop and sustain cooperative working relationships with landowners, conservation groups, state fish and wildlife agencies, and other resource professionals (e.g., Cattleman/woman association, local weed and pest districts, etc.).
- Deliver formal trainings and products to landowners and other stakeholders for the purposes of enhancing, restoring, or improving management of wildlife habitat.
- Develop technical proficiency in the principles and practice of wildlife habitat enhancement, restoration, or improved management within agricultural systems on privately-owned land.

Other Duties:

- Collaborate across BCR programmatic teams
- Develop technical proficiency in conservation planning and agency business tools
- Assist partner agency and other collaborators in conducting biological assessments
- Other duties as assigned

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

- Bachelor's degree with at least two years' professional experience, or advanced degree, in a conservation related field (e.g. wildlife biology, ecology, human dimensions of natural resources, rangeland ecology, etc.) or four years of equivalent professional experience
- Working knowledge of Farm Bill Conservation Programs (preference given to these candidates)
- Ability and desire to work with a diversity of people including state, federal, and non-governmental resource professionals, agricultural producers, industry professionals and other community representatives
- Motivated self-starter who is comfortable working independently under remote supervision and highly organized with the ability to manage multiple deadlines
- Practical understanding of habitat restoration, ecology, and land management
- Ability to communicate clearly and effectively (use active listening to build trust and establish rapport) with a variety of landowners and partners
- Knowledge of northeastern Wyoming/western South Dakota flora and fauna, particularly grassland and sagebrush communities
- Experience with grassland plant ID and with conducting range or grassland inventories for the purposes of creating a grazing plan
- Strong written, verbal, and interpersonal communication skills
- Proficient in Microsoft Office; experience with GIS software is desirable

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.

- Able 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 a frequent basis. Proper lifting techniques required
- Able to stand, walk and hike for extended periods of time outside in all weather
- Able to work independently in remote locations where hazardous wildlife and conditions may occur
- Ability to troubleshoot when working solo (flat tires, cattle gates, etc.)
- Requires valid state driver's license and ability to travel throughout the landscape on a regular basis, often to remote locations in inclement weather or adverse conditions

Material and Equipment Directly Used:

- Various habitat restoration and enhancement materials (e.g. stock tank ladders, fence markers)
- Standard office equipment (e.g. laptop, printers); PC with MS Office software applications
- Navigate to field sites and record data using GPS, smartphones, tablets, or other technology
- Operate federal vehicles, including cars, trucks, All Terrain Vehicles or Utility Task Vehicles

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 contact information for three references in **ONE document** to applicants@birdconservancy.org with "Position Location_PLWB_YourLastName_YourFirstName" in the subject line and document file name by October 27, 2021. Please include how you learned of the job posting. Please state if you are applying for WY, SD or would like to be considered for both.

NOTE: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job. The employee will be required to follow any other instructions and to perform any other duties requested by their supervisor. Nothing in this job description shall create or is intended to create, or shall be construed to constitute a contract of employment, express or implied. Employees are held accountable for all duties of this job.