

JOB POSTING ANNOUNCEMENT



Title: Private Lands Wildlife Biologist
Position Class: Private Lands Wildlife Biologist I
FLSA Status: Full Time / Exempt / Salary
Reports to: Stewardship Program Manager, Watershed Health
Direct Reports: None
Location: HIRING TWO positions: Greeley, CO and Sterling, CO
Salary: \$45,000 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: January 2022

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 of the USDA Natural Resources Conservation Service (NRCS); one in Greeley, CO and one in Sterling, CO. While COVID-19 safety precautions limit NRCS office capacity and travel, the biologist 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 biologists to deliver wildlife habitat conservation projects on private lands in the lower South Platte River Basin in northeastern Colorado with an emphasis on wetland- and riparian-dependent species. This position is a partnership between the USDA - NRCS, Colorado Parks and Wildlife (CPW) and Bird Conservancy of the Rockies. The biologist will help agricultural producers improve wildlife habitat and achieve their management objectives by developing comprehensive conservation plans, including resource assessments and monitoring, habitat treatments and coordination of conservation practice implementation (e.g. fencing riparian buffers, improving water-control structures to optimize flood irrigation, improve floodplain connectivity, reducing invasive plant species, prescribed grazing plans, etc.). The biologist will work with federal, state, and local natural resource professionals, and will use voluntary, incentive-based funding opportunities (e.g. Farm Bill, state funds). The biologists will be jointly supervised by Bird Conservancy and NRCS, and will travel throughout the region using a provided vehicle.

About the Area: The lower South Platte River corridor passes through miles of range and cropland tying together wetlands that attract and provide valuable habitat for birds by the tens of thousands during the non-breeding seasons.

Greeley, CO is the county seat of Weld County and home to roughly 109,000 people. It is located in the High Plains of northern Colorado about 25 miles east of the Rocky Mountains and north of Denver and is bounded by the South Platte River and the Cache la Poudre River. Greeley is rooted in agriculture, boasts several signature events, including the AgriCULTURE Fest and Feast and the Greeley Stampede, is recognized as a Colorado Certified Creative District, and is home to a growing number of excellent restaurants, breweries and coffee shops. With easy access to Denver and Fort Collins and many natural areas including the Pawnee National Grasslands and the Rocky Mountains, there is no shortage of cultural and recreational opportunities nearby.

Urban living not your cup of tea? **Sterling, CO** has that small town feel that is calling your name! With just under 15,000 residents, the local economy centers around agriculture and the cost of living is lower than much of the rest of the state. Community events such as Sugar Beet Days and Logan County Fair & Rodeo bring together regional food favorites and local entertainment while celebrating the agricultural heritage. Sterling has a rich past to explore in the historic downtown buildings and Overland Trail Museum. You can also find charming art galleries, new restaurants, a brewery and many specialty shops. Still need to get closer to nature? You don't have to travel far to get to the local and state parks and wildlife areas, including North Sterling State Park. If you get a wild hair to do something different, you too have access to Denver, Pawnee National Grasslands and the Rocky Mountains for additional cultural and recreational opportunities a bit further away.

Essential Job Duties and Responsibilities:

- Provide technical and programmatic support to enhance, restore or improve management of wildlife habitat on privately-owned land in partnership with the USDA-NRCS and their clients (landowners) by leveraging Farm Bill Conservation Programs and relevant state wildlife or habitat programs. These positions will give particular focus and support to creating conservation plans on properties under perpetual easement with the USDA-Wetlands Reserve Easement Program. Plans include Wetland Reserve Plan of Operations (WRPO) and Compatible Use Agreement (CUA) applications.
- Develop and sustain cooperative working relationships with landowners, conservation groups, Colorado Parks and Wildlife and other resource professionals (e.g., local Conservation Districts, Ducks Unlimited, local working groups/collaboratives, 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 Bird Conservancy programmatic teams
- Develop technical 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, wetland/riparian management, etc.) OR four years of equivalent professional experience
- Motivated self-starter who is comfortable working independently under remote supervision and highly organized with the ability to manage multiple deadlines
- 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
- Practical understanding of habitat restoration, ecology and land management, with special emphasis on wetland/riparian systems
- Knowledge of Colorado flora and fauna, particularly wetland/riparian communities
- 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
- 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 "SPlatte-PLWB_YourLastName_YourFirstName" in the subject line and document file name. Microsoft Word or PDF files only. Please state if you are applying for the Greeley, Sterling or would like to be considered for both and how you learned of the job posting. Applications will be accepted and reviewed on a rolling basis until the position is filled. Preference will be given to those applications submitted by 11:59 pm MST, Monday, December 6, 2021.

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.