

## Job Posting Announcement

<b>Title:</b>	Seasonal Crew Leader -- Mexican Spotted Owl Monitoring (multiple positions)
<b>FLSA Status:</b>	Seasonal / Non-exempt / Hourly
<b>Reports to:</b>	Avian Ecologist
<b>Direct Reports:</b>	Field Technicians and Interns
<b>Location:</b>	New Mexico and Arizona
<b>Wage:</b>	\$18.00 - 19.00 hourly, depending on experience. Limited overtime hours may be required
<b>Duration:</b>	14 - 16 weeks (seasonal)
<b>Benefits:</b>	Not eligible
<b>Start Date:</b>	On or around April 4, 2022
<b>Purpose</b>	The crew leaders 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 is a 501-c(3) non-profit that is 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. Bird Conservancy of the Rockies conserves birds and their habitats through an integrated approach of Science, Education and Stewardship.

### **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 proof of full vaccination at employment start date. In addition, Bird Conservancy may require employees to be tested for COVID-19 under certain conditions, including but not limited to, exposure to a person infected with the virus, experience of COVID-19 symptoms or travel outside of the assigned work area. All employees must follow Bird Conservancy's other safety protocols for COVID-19, which are based on current Centers for Disease Control and Prevention (CDC) guidelines. Any proof of vaccination or test results submitted to Bird Conservancy will remain confidential.

### **Project/Position 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.

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

- Communicate frequently with Avian Ecologist
- Manage the schedules, gear use, and data collection of up to four field technicians and interns
- Oversee field safety of up to four field technicians and interns
- Support Avian Ecologist with COVID-19 related protocol
- Conduct nighttime broadcast surveys for Mexican Spotted Owls following established protocols
- Ensure data quality and adherence to protocols by supervisees
- Interact positively and professionally with landowners, locals and agency employees as needed
- Mentor and work alongside one or two interns
- Perform other duties as assigned

**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
- Possess or be able to obtain basic first aid certification (Wilderness first aid preferred)
- 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 30 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
- Possess a strong work ethic and enthusiasm for spending 3.5 months conducting fieldwork

**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.

- High level stress
- Capable surveying, hiking, and navigating at night in mountainous terrain, both on- and off-trail, in variable and extreme weather conditions
- Capable and comfortable working in areas with potentially dangerous wildlife (black bears, mountain lions, rattlesnakes)
- Able to stand, walk and hike for extended periods of time in uneven terrain carrying a backpack weighing up to 30 pounds
- Capable and comfortable camping and/or backpacking for up to 10 consecutive nights
- Capable of driving on rough roads, dealing with mud, navigating around cattle and barbed-wire fencing

**Material and Equipment Directly Used:**

- Standard field equipment (e.g., GPS, satellite communication device, broadcast unit, maps, compass and headlamp.
- Standard office equipment (e.g., laptop)
- Standard software (e.g., Excel, Word, Google Earth)

**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\_MSO2022\_crewleader*. Applications will be reviewed in January 2022 and positions will be filled as suitable applicants are found.