

Job Posting Announcement



Title:	Seasonal Crew Leader Non-breeding Grassland Bird Surveys
FLSA Status:	Seasonal / Exempt / Hourly
Reports to:	Avian Ecologist
Direct Reports:	None
Location:	In and around Las Cruces, NM
Salary:	\$21.00 hourly. Some overtime hours may be required. In addition to pay, reimbursement for project-related travel and lodging will be provided.
Duration:	~3.5 months (seasonal)
Benefits:	Not eligible
Start Date:	On or around November 27, 2022
Purpose:	The crew leader will manage 2-3 seasonal technicians, communicate with private landowners, coordinate field logistics, and participate in research activities to determine basic population estimates of grassland-nesting songbirds on their wintering grounds

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:

Grassland songbird populations, including migratory species breeding in the mixed-grass prairies of the northern Great Plains, are among the most rapidly declining guilds in North America. This project seeks to determine basic population estimates of grassland-nesting songbirds on their wintering grounds.

Essential Job Duties and Responsibilities:

- Communicate frequently with remote Avian Ecologist
- Manage the schedules, gear use, and data collection of 2-3 seasonal technicians
- Support Avian Ecologist with COVID-19 related protocol
- Work closely with local partner agencies to coordinate survey permission and access
- Contact private landowners to determine access for survey locations
- Collect data on transect and vegetation surveys following established protocols
- Assist with grassland bird captures for Motus tagging
- Responsible for the data entry and proofing of surveys collected
- Interact positively with landowners, locals and agency employees as needed

Other Duties:

- Other duties as assigned

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

- At least one season managing field crew preferred
- At least one full year experience in ecological fieldwork that is not class related
- Strong experience conducting avian fieldwork
- Demonstrated experience with transect surveys preferred
- Demonstrated experience with identification of grassland birds during the winter preferred
- Demonstrated experience with private landowner communication
- Effective written, verbal, and interpersonal communication skills
- Ability to maintain a positive disposition in extreme conditions
- Ability to travel to multiple locations in a single day
- Possess or be able to obtain basic first aid certification

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
- Able to work independently in remote locations where hazardous wildlife and conditions may be present
- Work will often be conducted before dawn, 6 days a week, often in extreme weather conditions
- May include lifting up to forty (40) 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 carrying a forty (40) pound pack
- 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 units, compasses, first aid kits).
- Standard office equipment (e.g. laptop, printers); PC with MS Office software applications.
- Standard software experience (e.g. ArcMap, R).

Housing

Bird Conservancy of the Rockies will provide shared housing. Bird Conservancy of the Rockies will also provide reimbursement for work related travel and lodging fees.

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 send cover letter, resume and contact information for 3 references in **ONE document** to annie.hawkinson@birdconservancy.org with "Last Name_First Name_Nonbreeding Survey Seasonal Crew Leader" in the subject line and document file name. In the email please include where you saw the job posting announcement. Applications will be accepted until position filled with preference to those submitted before October 7, 2022.