

**JOB ANNOUNCEMENT**

**Positon Class:** Avian Ecologist

**Title:** Avian Ecologist

**FLSA Status**: Full-Time Employee / Exempt / Salaried

**Reports to:** Senior Research Scientist

**Location:** Fort Collins, CO

**Salary:** $50-55K 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:** February 1st, 2023 or earlier

**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 Overview:**

The Avian Ecologist will work on the implementation of habitat delivery and monitoring efforts for Grassland Birds across the full annual cycle. Working with a Senior Research Scientist, the ecologist will help oversee the implementation of habitat delivery projects across the Chihuahuan Desert. Specifically, the ecologist will work on the Sustainable Grazing Network (SGN) project that brings together Bird Conservancy, partner organizations in Mexico, and private landowners to support resilient habitat for grassland birds and wildlife while promoting human well-being and economic livelihood. On the breeding grounds, the ecologist will work with the Director of Science Operations and other Bird Conservancy staff to implement front range bird monitoring. This program involves seasonal oversight for point count and vegetation surveys on partner properties along the northern Front Range in Colorado. Qualified applicants will have: 1) strong written and oral communication skills in both Spanish and English, 2) knowledge of avian ecology and field sampling, 3) ability to identify western birds, particularly grassland birds, by sight and sound, and 3) experience leading bird surveys (point counts, line transects) and overseeing seasonal field crews. Desirable qualifications include knowledge of rangeland ecology and management.

**Essential Job Duties and Responsibilities:**

* Work with the Senior Research Scientist to oversee the implementation and partnerships for the SGN program (communicating with partners, contract management and tracking, ranch enrollment, rangeland and habitat projects, bird monitoring, etc.)
* Work with the Senior Research Scientist to develop and measure progress towards SGN program objectives (project tracking database, managing bird, vegetation, and spatial data as well as photos)
* Work with Senior Research Scientist and other BCR staff to support and coordinate monitoring activities on SGN ranches (protocols, study design, and analyses)
* Work with the Director of Science Operations and local partners to oversee the implementation of the Front Range Bird Monitoring (seasonal field work and reporting)
* Support Bird Conservancy staff on grant writing to help grow programs

**Other Duties:**

* Other duties and special projects as assigned

**Supervisory Responsibilities:** Seasonal field personnel

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

* Master's degree in the Natural Sciences (or equivalent experience).
* Written and spoken fluency in Spanish
* Experience with range ecology and management
* Experience with avian ecology, survey design, implementation, analysis, and report writing.
* Ability to effectively train and supervise seasonal field personnel and Mexican partners
* Proficiency in use of computer software including Excel, Access, Word, ArcGIS, PowerPoint, and the ability to quickly learn new software
* Effective written, verbal, and interpersonal communication skills
* Must be self-motivated, highly organized, and work both independently and as part of a team, with ability to multi-task.
* Must be able to take detailed notes during meetings in Spanish to record key decisions and issues
* Dedication to the Mission, Values and Goals of Bird Conservancy
* Willingness to perform administrative work in a controlled environment/office setting
* Ability to successfully work with a diverse workforce
* Must possess a valid Driver’s License and willingness to travel internationally, sometimes for extended periods of time.

**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.

* Requires working odd hours in remote, rugged terrain. Duties sometimes require working in inclement weather conditions and carrying up to thirty (30) pounds of project gear over large distances. Proper lifting techniques required.
* Requires working independently in remote locations, sometimes for extended periods, where hazardous wildlife and conditions may be present.
* Requires periods of regional and international travel
* Ability to work in standard office setting, with considerable sitting, standing, and viewing of computer.
* Mid-level stress.
* Requires reaching continually throughout the workday (mouse, keyboard, telephone).

**Material and Equipment Directly Used:**

* Standard field equipment: map, compass, global positioning system, satellite communication device
* 4-wheel-drive vehicle
* Standard office equipment (e.g., laptop, printers); PC with MS Office software applications.

# **Equal Opportunity Employer:**

Bird Conservancy of the Rockies is a bias-conscious employer. We ask that you please avoid the use of photos when submitting a resume and/or an application for employment. You will receive an email acknowledgment when you have successfully applied. Your completed application will be forwarded to the hiring manager. You will be notified if you are selected for further testing or interviews. **Post-offer background check required**.

Studies have shown that underrepresented groups, including women and people of color, are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job from diverse backgrounds and with attention to lived experience. Bird Conservancy of the Rockies will consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

Bird Conservancy of the Rockies is an Equal Opportunity Employer. Applicants are considered for positions for which they have applied without regard to gender identity or gender expression, race, color, religion, creed, national origin, ancestry, age, marital status, disability, sexual orientation, genetic information, pregnancy or other characteristics protected by law. For the purpose of Bird Conservancy’s policy, “sexual orientation” means a person’s actual or perceived orientation toward heterosexuality, homosexuality, bisexuality.

Bird Conservancy of the Rockies will make special communication arrangements for persons with disabilities.  Please call (303) 659-4348 for assistance.

**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.

**To Apply:**

Please submit your cover letter, resume and contacts for three references in ONE document to applicants@birdconservancy.org with “Avian Ecologist” 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 December 31st, 2022.