

## POSITION DESCRIPTION

<b>Title:</b>	AVIAN FIELD TECHNICIAN – Southern Great Plains (4 positions)
<b>FLSA Status:</b>	Seasonal / Hourly / Non-Exempt
<b>Reports to:</b>	Seasonal Crew Leader
<b>Direct Reports:</b>	None
<b>Location:</b>	Texas Panhandle, Western Oklahoma, Western Kansas, and the Nebraska Panhandle
<b>Salary:</b>	\$18.48-\$19.68 hourly, depending on experience. Some overtime hours may be required. In addition to pay, reimbursement for project-related travel and camping and lodging will be provided.
<b>Duration:</b>	Approximately 11 weeks (mid-April to the end of June)
<b>Benefits:</b>	None
<b>Start Date</b>	4/18/2023 (tentative)

### **About the Organization:**

Bird Conservancy of the Rockies conserves birds and their habitats through an integrated approach of science, education and stewardship. Our work extends from the Rockies to the Great Plains, Mexico and beyond. Our mission is advanced through sound science, achieved through empowering people, realized through stewardship and sustained through cross-border collaborations. We monitor and identify population trends, research habitat needs, engage landowners and managers in wildlife and habitat stewardship, and inspire audiences of all ages to be better stewards of the land. Together, we are improving native bird populations, the land, and the lives of people. Learn more about our work and programs at our website: [www.birdconservancy.org](http://www.birdconservancy.org)

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

#### **OVERVIEW**

Bird Conservancy of the Rockies is seeking experienced field biologists to conduct point counts across the Southern Great Plains, from northern Texas up to the Nebraska panhandle for the Integrated Monitoring in Bird Conservation Regions (IMBCR) program. The position will run from approximately April 18th and continue through late June. Surveys are located on both public and private lands in a mix of grassland and shrub habitats including short- and mixed-grass prairie, mesquite bosques, and riparian systems with the opportunity to observe an impressive variety of species as you move across the study area, including Painted Bunting, Cactus Wren, Scissor-tailed Flycatcher, Burrowing Owl, Mississippi Kite, Scaled Quail, Golden-fronted Woodpecker, and Lesser Prairie-Chicken while advancing avian conservation at regional scales.

Successful candidates must be able to attend a mandatory 7-day paid training beginning in mid-April. Upon successful completion of training, technicians will work independently conducting bird surveys. Survey work will include long days in the field and working a variable schedule. Technicians must be able to identify all bird species found in the western Great Plains by sight and sound upon completion of training, and should expect to hike long distances off-trail in steep and rugged terrain on a regular basis. Primitive camping, often without phone service or facilities will be required. Please visit the IMBCR [Webpage](#) for additional information about the IMBCR program or check out this [blog post](#) to hear about the position from a previous technician in Wyoming.

## **REQUIRED KNOWLEDGE, SKILLS AND ABILITIES**

Applicants should be enthusiastic, physically fit, enjoy travel, and be willing to work long hours in the field. The successful applicant will need to be comfortable hiking and surveying in areas with potentially hazardous wildlife including rattlesnakes. Applicants must enjoy working independently with multiple days of solitude. The ability to identify all avian species that breed in the Southern Great Plains by sight and sound is required. Technicians will be required to pass a bird identification quiz at the end of training before starting field work. A valid driver's license, proof of auto insurance, binoculars, camping gear, basic computer skills, a strong work ethic, and enthusiasm for conservation and conducting fieldwork are also necessary. Applicants with personal 4WD/AWD vehicles are strongly encouraged to apply; however, Bird Conservancy may be able to rent vehicles for qualified applicants that do not possess 4WD/AWD vehicles if they are at least 21 years of age. Desired qualifications include prior experience conducting point count surveys, camping, and interacting with private landowners.

## **REQUIRED EDUCATION AND EXPERIENCE**

- Ability to identify avian species of the Great Plains by sight and sound is required
- Driver's license, proof of insurance, and experience driving 4WD vehicles is required
- Prior experience conducting avian point counts is highly desired
- Experience camping, long distance hiking, and navigating off-trail is desired

## **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.

## **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.

## **To Apply:**

Bird Conservancy is hiring for similar positions in several study areas including, the Northern Great Plains, Colorado and Utah, Arizona and New Mexico, and Wyoming. If you are interested in positions in other study areas please indicate the areas you are interested in in your cover letter.

Email a cover letter detailing your bird identification knowledge and dates of availability, a resume, and three references as a single PDF document to: [IMBCRapps@birdconservancy.org](mailto:IMBCRapps@birdconservancy.org) with "Last Name\_First Name\_IMBCR Technician" in the subject line and document file name. In the email please include where you saw the job posting announcement. Applications will be reviewed as they are received and positions will be filled as suitable applicants are found.