

JOB POSTING ANNOUNCEMENT



Title: Private Lands Wildlife Biologist
Position Class: Private Lands Wildlife Biologist I or II
FLSA Status: Full Time / Exempt / Salary
Reports to: Stewardship Program Manager, Southern Plains
Direct Reports: None
Locations: Fort Morgan, CO & Trinidad, CO
Salary: \$50,000 – \$53,000 depending on experience, preference given to candidates with experience in rangeland ecology. Promotion potential available.
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: March 2023

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.

Position Overview: We are hiring **TWO** Private Lands Wildlife Biologist (biologist) to deliver habitat conservation projects on private lands in the grassland of eastern Colorado. This position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), Colorado Parks and Wildlife, and Bird Conservancy of the Rockies. These positions focus specifically on connecting landowners to resources with the Conservation Reserve Program (CRP) and associated management. The biologists will help agricultural producers including ranchers and farmers improve grassland ecological function, enhance wildlife habitat, and achieve their management and operational objectives. To accomplish objectives, the biologists will assess resources, rangeland health, and collaborate with landowners to develop comprehensive conservation plans for working lands through such programs as CRP and Grasslands CRP. These plans may include practices such as managed grazing and drought planning, habitat improvement treatments, seed mix recommendations, water infrastructure, wildlife-friendly fencing, invasive species treatments, and removal of woody encroachment. The biologists will work with Bird Conservancy, federal, state, and local natural resource professionals, and will use voluntary, incentive-based funding opportunities (e.g. Farm Bill, CRP, etc.) to implement conservation. The northeast position will be based in the Fort Morgan NRCS field office with the southeast position based in the Trinidad NRCS field office. Both positions will be jointly supervised by Bird Conservancy of the Rockies and NRCS, and will require travel throughout portions of the assigned duty areas. Fort Morgan will primarily include areas within Morgan, Weld, Logan, and Adams Counties. The Trinidad biologist will primarily work in Las Animas, Otero, and Pueblo Counties.

About the Areas:

Fort Morgan, CO is a rural town of approximately 11,000 residents. A historical town built on the Overland Trail, Fort Morgan's economy is based on agriculture and ranching. Situated on a low plateau, the town overlooks the South Platte River and is part of the Short-Grass Prairie of the Great Plains. Fort Morgan is home to Fort Morgan Community College and is approximately one hour from Denver, Colorado's capital city with shopping, restaurants, and an international airport. Fort Morgan is within

close proximity to Pawnee National Grassland and offers numerous outdoor recreation opportunities with Jackson Lake State Park.

Trinidad, CO is the county seat of Las Animas County and has approximately 9,000 residents. Located on the historic Santa Fe Trail, Trinidad sits within the Purgatoire River Valley only 13 miles from the New Mexico border and 21 miles from Raton Pass. A historic downtown provides eating and shopping venues and is home to Trinidad State College. Trinidad Lake State Park and Fishers Peak State Park are local areas for camping and recreation, while the Spanish Peaks Wildlife Area is 40 minutes south.

Essential Job Duties and Responsibilities for PLWB II:

- Independently identify, lead, and deliver projects 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 USDA Farm Bill Conservation Programs and relevant state wildlife or habitat programs.
- Expand cooperative working relationships with landowners, collaborative conservation groups, local and regional wildlife agencies and other resource professionals.
- Identify, develop, and lead formal trainings and products to landowners and stakeholders for the purposes of enhancing, restoring or improving management of wildlife habitat
- Integrate with Bird Conservancy of the Rockies' Science and Education programs

Essential Job Duties and Responsibilities for PLWB I:

- 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.
- Sustain cooperative working relationships with landowners, conservation groups, Colorado Parks and Wildlife and other resource professionals (e.g., local Conservation Districts, the Farm Services Agency, 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 (PLWB I & II):

- Collaborate across BCR programmatic teams
- Develop technical proficiency in 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 and two years' relevant professional experience (PLWB I); OR advanced degree OR four years of equivalent professional experience (PLWB II). Degrees can be in rangeland ecology (preferred) or other conservation related field (e.g. wildlife biology, human dimensions of natural resources, etc.).
- Working knowledge of Farm Bill programs and the Conservation Reserve Program (preference given to these candidates)

- Ability and desire to work with a diversity of people including agricultural and cattle producers, state, federal, and non-governmental resource professionals, industry professionals, and other community representatives
- Ability and desire to use active listening to build trust and establish rapport with farmers, ranchers, and other partners
- Motivated self-starter who is comfortable working independently under remote supervision, and who is highly organized with the ability to manage multiple deadlines
- Knowledge of grassland ecology and experience with land management and habitat restoration
- Familiarity with the flora and fauna of the Eastern Plains of Colorado, preferably including grass ID
- Strong written, verbal, and interpersonal communication skills
- Proficient in Microsoft Office, Excel; 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 (e.g. stock tank ladders, fence markers)
- 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 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.

The two positions will be based in federal NRCS offices. While COVID-19 safety precautions limit NRCS office capacity and travel, the PLWB 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.

To Apply:

Please submit your cover letter, resume, and contact information for three references in **ONE document**. **In your cover letter, please include a statement about your philosophy on the relationship between conservation and private landowners. Submit your materials to applicants@birdconservancy.org** with "Location (Fort Morgan or Trinidad)_PLWB_YourLastName_YourFirstName" in the subject line and document file name by February 14, 2023. Please include how you learned of the job posting.

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.