

JOB POSTING ANNOUNCEMENT



Title: Private Lands Wildlife Biologist
Position Class: Private Lands Wildlife Biologist I
FLSA Status: Full Time / Exempt / Salary
Reports to: Stewardship Program Manager, Northern Great Plains
Direct Reports: None
Location: Gillette, Wyoming

Salary: \$50,000-53,000 depending on experience, preference given to candidates with working knowledge of Farm Bill Conservation Programs. 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 1, 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 a Private Lands Wildlife Biologist (biologist) to deliver habitat conservation projects on private lands in the grasslands of eastern Wyoming. This position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS) and Bird Conservancy of the Rockies. The biologist will help agricultural producers improve wildlife habitat and achieve their management objectives by developing comprehensive conservation plans, including resource assessments, habitat treatments, and coordinate implementation (e.g. infrastructure for water and fence improvements, and in particular reducing invasive grass species and working with landowners on prescribed grazing plans, etc.). The biologist will work with federal, state, and local natural resource professionals, and will use voluntary, incentive-based funding opportunities (e.g. Farm Bill) to implement conservation. The biologists will be jointly supervised by Bird Conservancy and NRCS, and will travel throughout the region using a provided vehicle.

About the Areas: Gillette is a rural town of ~32,000 people surrounded by rolling grasslands and shrublands in the Great Plains and the sagebrush steppe. Gillette is located at the center of a triangle of excellent recreation and wildlife viewing opportunities formed by the Bighorn National Forest, Black Hills National Forest, and Thunder Basin National Grassland. Backpacking, hiking, birding, fly-fishing and hunting opportunities abound within a several-hour radius. The predominate land use in Northeastern Wyoming is ranching. This region is a key area for Greater Sage-grouse, and conservation of private working lands is key to the recovery of this species.

Essential Job Duties and Responsibilities:

- Provide technical and programmatic support to enhance, restore or improve the management of wildlife habitat on privately-owned land in partnership with the USDA-Natural Resources Conservation Service (NRCS) and their clients (landowners) by leveraging USDA Farm Bill Conservation Programs and relevant state wildlife or habitat programs.
- Develop and sustain cooperative working relationships with landowners, conservation groups, Wyoming Department of Game and Fish, and other resource professionals (e.g., Cattleman/woman association, local weed and pest districts, 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:

- 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 with at least 1-2 years' experience, or advanced degree, in a conservation related field (e.g. wildlife biology, ecology, human dimensions of natural resources, rangeland ecology, etc.) or four years of equivalent professional experience
- Working knowledge of Farm Bill Conservation Programs (**preference given to these candidates**)
- Ability and desire to work with a diversity of people including state, federal, and non-governmental resource professionals, agricultural producers, industry professionals and other community representatives
- Knowledge of eastern Wyoming flora and fauna, particularly grassland communities
- Experience with grassland plant ID and with conducting range or grassland inventories for the purposes of creating a grazing plan
- Motivated self-starter who is comfortable working independently under remote supervision and highly organized with the ability to manage multiple deadlines
- Practical understanding of habitat restoration, ecology, and land management
- Ability to communicate clearly and effectively (use active listening to build trust and establish rapport) with a variety of landowners and partners
- Strong written, verbal, and interpersonal communication skills
- Proficient in Microsoft Office; 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.

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 positions will be based in the federal office in of Gillette, WY. When 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** to applicants@birdconservancy.org with WY_YourLastName_YourFirstName" in the subject line and document file name by February 1, 2023. Please include how you learned of the job posting.