

JOB ANNOUNCEMENT



Title:	Research Scientist – Quantitative Spatial/ Movement Ecology
Position Class:	Research Scientist
FLSA Status:	Full Time/Exempt/Salary
Reports to:	Research Director
Direct Reports:	None
Location:	Fort Collins, CO with flexible telework
Salary:	\$65-70K 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)

About the Organization:

Bird Conservancy of the Rockies (BCR) 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. BCR conserves birds and their habitats through an integrated approach of Science, Education and Land Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

Position Overview:

Bird Conservancy is seeking a dynamic scientist to lead a research program on spatial and movement ecology to inform conservation. The position will collaborate with individuals across teams within Bird Conservancy and partner organizations to support current quantitative spatial/movement analysis needs as well as developing an independent applied research program in the incumbent's area of interest. Key components of the role will include: 1) collecting, processing and managing geospatial data; 2) developing cutting edge analyses that leverage avian movement data from the Motus network; 3) leveraging multi-disciplinary data to develop spatial prioritization and inform conservation delivery; and 4) analyzing large- scale remotely sensed data to understand spatial and temporal drivers of avian decline. In addition to working internally, the Research Scientist will be expected to develop external partner collaboration to support/ inform spatially explicit management and delivery. Qualified applicants will have either an advanced degree in a relevant field of biological sciences (Quantitative or Spatial Ecology) or at least 5 years of commensurate professional experience. The incumbent should have a sound background in research design, spatial analysis, and data visualization. Desired qualifications include a strong statistical background in at least one of the following modeling frameworks: CJS, Multistate, Continuous time movement, Spatial population dynamics, and individually based movement models. The ideal candidate will have a track record of research applying spatial analysis to inform conservation, demonstrated skills and knowledge of spatial data science advancements, including cloud computing, and work in multiple programming languages: R, Python and Google Earth Engine. The position will be based in Fort Collins but flexible telework is available.

Essential Job Duties and Responsibilities:

- Collect, process, and manage geospatial databases
- Lead a spatial/ movement ecology research program including grant writing, design, analysis, data products and publication
- Leverage the Motus network data to develop cutting edge analyses on migratory connectivity, stop-over and seasonal vital rate estimation
- Analysis of remote sensing data products to support modeling and inform strategic conservation
- Communicate results to diverse stakeholders through maps, reports, manuscripts and conference presentations

Other Duties:

- Other duties as assigned

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

- Advanced degree (PhD) in Movement, Spatial or Quantitative Ecology or commensurate professional experience of at least 5 years
- Knowledge of CJS mark-recapture, multistate and or spatial mark recapture models
- Background in Quantitative Movement Ecology- individually based movement models, spatial population dynamics and/or continuous time movement models
- Experience with analysis of remotely sensed data sources
- Track record of peer reviewed publication
- Proven track record of grant writing and funding research initiatives
- Strong written and verbal communication skills and excellent interpersonal skills
- Highly organized with the ability to manage multiple deadlines
- Flexibility to work occasional evenings, weekends, overnights
- Proficient in Microsoft Office
- Proficient in at least one of the following coding languages (R, Python and Google Earth Engine/ JavaScript API)
- Proficient with ESRI ArcPro products and statistical packages like Program R

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.

- Ability to 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 an infrequent basis. Proper lifting techniques required.
- Able to stand, walk, and hike for extended periods of time outside in all weather.

Material and Equipment Directly Used:

- 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

potential 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 to applicants@birdconservancy.org with "Research Scientist" 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 submitted before May 15th, 2023.