Position Class: Senior Avian Ecologist
Title: Senior Avian Ecologist- Non-Breeding Program Coordinator
FLSA Status: Full-Time Employee / Exempt / Salaried
Reports to: Director of Science Operations
Location: Fort Collins, CO
Salary: $55-60K 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: July 17th, 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:
Bird Conservancy is seeking an avian ecologist to oversee and implement an established, coordinated non-breeding monitoring program in west Texas, New Mexico, and the Chihuahuan Desert of Mexico. The position will collaborate with Bird Conservancy staff and partner organizations in the U.S. and Mexico to collect and report on nonbreeding data in grassland habitat. These data are a crucial component to understanding the full life cycle of priority grassland birds and identifying the drivers of population decline. This position is responsible for 1) managing partnerships and communications with diverse stakeholders (state wildlife agencies, private land-owners, etc.), 2) organizing and implementing all field season logistics including hiring and supervision of seasonal staff, 3) coordinating with field implementation partners in Mexico, and 4) managing the data and reporting. Qualified applicants will have a Master's degree in the Natural Sciences or equivalent experience, knowledge of current natural resource monitoring protocols; and of avian natural history and ecology, and written and spoken fluency in Spanish. The ideal candidate will have at least two years of project management experience, demonstrated leadership and personnel supervision, experience managing budgets and tracking expenses, and effective written, verbal, and interpersonal communication skills.

Essential Job Duties and Responsibilities:
- Leads implementation of a coordinated non-breeding monitoring program for grassland birds in Texas, New Mexico, and Mexico including, research design, hiring, supervision and budget management
- Develops and maintains relationships with stakeholders and collaborating organizations in the U.S. and Mexico as it relates to program implementation and conservation delivery
- Manages ecological dataset, conducts data QA/QC, and works with Bird Conservancy staff on analysis, data products, and reporting
- Works with Science Leadership to grow the coordinated non-breeding monitoring program through grant writing and contract management

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)
- Two (2) years of project management. Demonstrated leadership and personnel supervision, and willingness to work as a team member for a growing non-profit organization
- Knowledge of current natural resource monitoring protocols; and of avian natural history and ecology
• Experience managing budgets and tracking expenses
• Written and spoken fluency in Spanish
• Effective written, verbal, and interpersonal communication skills
• Work effectively with others, both internally and externally
• Communicate information efficiently and succinctly
• Must possess a valid Driver’s License.

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: binoculars, rangefinder, 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.

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 June 18th, 2023.