

JOB ANNOUNCEMENT



Title:	Applied Conservation Scientist
Position Class:	Applied Conservation Scientist
FLSA Status:	Full Time/Exempt/Salary
Reports to:	Stewardship Director
Location:	Fort Collins, CO preferred but negotiable
Salary:	\$65-70K Commensurate with experience
Direct Reports:	Senior Private Lands Wildlife Biologists
Purpose:	Oversee effectiveness monitoring programs for Stewardship conservation delivery practices, translate outcomes to inform and iteratively update/adapt Farm Bill and other voluntary conservation practices, and collaborate with internal and external initiatives to inform future research projects.

Bird Conservancy is seeking a dynamic scientist to lead a research program focused on assessing and improving on-the-ground conservation delivery. The applied conservation scientist will work closely with our Science and Stewardship team as well as external partners to co-produce research to assess the effectiveness and, as needed, adaptively update voluntary conservation practices to maximize wildlife and human benefits. A key component of this role will be the development of translational data products and decision support tools to maximize conservation return on investment. Qualified applicants will have an advanced degree in a relevant field of biological sciences (Wildlife Ecology, Range Ecology, etc.) or commensurate on the professional experience. The incumbent should have a sound background in research design, analysis, and data visualization. Likewise, qualified applicants will have exceptional written and verbal communication and have worked collaboratively with across disciplines. The Applied Conservation Scientist will ideally be based in Fort Collins but flexible telework is available and regional travel is expected as part of this organizational role.

Essential Job Duties and Responsibilities:

- Co-produce, design, and oversee monitoring program focused on the effectiveness of conservation delivery practices
- Translate scientific findings into stewardship practices through analyses, data products and tools
- Develop internal and external partnerships, communications, and strategies to implement adaptive management practices
- Identify funding opportunities and lead grant writing on topics of monitoring, research, and adaptive management

Other Duties:

- Work closely with the Research Director, Stewardship Director, Director of Science Operations, Program Managers, Private Lands Wildlife Biologists and key external partners (USDA – Natural Resources Conservation Service/Farm Service Agency, Colorado Parks and Wildlife, etc.) to report outcomes and update conservation practices as needed
- Other duties as assigned

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

- Advanced degree (MS or PhD) in a conservation related field (Natural Resource Management, Wildlife Ecology) or 4+ years equivalent experience
- Applicants with experience in Farm Bill, voluntary conservation practices, decision science and adaptive resource management will be given preference
- Experience in the design and analysis of ecological data
- Proven track record of grant writing and funding research initiatives
- Advanced knowledge of adaptive management

- Proven track record in building and maintaining partnerships with broad spectrum of stakeholders
- Strong written and verbal communication skills and excellent interpersonal skills
- 2-4 year's experience supervising staff
- Highly organized with the ability to manage multiple deadlines
- Flexibility to work occasional evenings, weekends, overnights
- Willingness to travel locally, regionally, and potentially internationally
- Proficient in Microsoft Office
- Ability to use ESRI ArcMap products and statistical packages like Program R preferred

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.
- Various habitat restoration and enhancement materials (e.g., stock tank ladders, fence markers)
- Navigate to field sites and record data using GPS, smartphones, tablets, or other technology
- A provided vehicle for travel to field sites

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 "Applied Conservation 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 that are submitted before September 29th, 2023.