

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, Southern Plains
Direct Reports: None
Location: Clayton, New Mexico
Salary: \$50,000-\$53,000 (based on experience) with promotion potential
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: October/November 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 northeastern New Mexico. The position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), New Mexico Department of Game and Fish (NMDGF), 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, reducing invasive grass species and 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 biologist will be jointly supervised by Bird Conservancy and NRCS, and will travel throughout the region using a provided vehicle.

About the Area:

Clayton, New Mexico is the largest town and county seat of Union County and is located 10 miles from the Texas boarder and 11 miles from the panhandle of Oklahoma. Home to Indigenous Peoples, this area experienced the influx of settlers with the Santa Fe Trail. Historically, this rural area supported cattle ranching and dry land farming and continues to have a rich legacy in working lands. Visited by Theodore Roosevelt in 1905, this area was heavily impacted by the Dust Bowl and continues its regeneration and restoration efforts. An hour from the mountains of Raton, Clayton is a prime recreation area with trout, walleye, and bullhead fishing at the Clayton State Park with hiking and wildlife viewing at Rita Blanca/Kiowa National Grassland. In addition, one can travel far back in time by exploring the Capulin Volcano National Monument part of the Raton-Clayton Volcanic Field and investigating over 500 dinosaur tracks at Clayton Lake State Park.

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, state wildlife agencies, 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
- 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
- Knowledge of western South Dakota 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
- 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 an equal opportunity employer committed to creating a diverse work environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To Apply:

Please submit your cover letter, resume a brief statement about your interest working with private landowners, and contact information for **three** references in **ONE document** to applicants@birdconservancy.org with "**ClaytonPLWB2_YourLastName_YourFirstName**" by September 29, 2023.

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.