

## POSITION DESCRIPTION



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| <b>Title:</b>          | VEGETATION FIELD TECHNICIAN – Eastern Plains of Colorado (2-3 positions)  |
| <b>FLSA Status:</b>    | Seasonal / Hourly / Non-Exempt / Overtime Eligible  |
| <b>Reports to:</b>     | IMBCR Coordinator   |
| <b>Direct Reports:</b> | None  |
| <b>Location:</b>       | Eastern Colorado  |
| <b>Salary:</b>         | \$17.50 - \$20 hourly, depending on experience. Reimbursement for project-related travel and camping/lodging will also be provided. |
| <b>Duration:</b>       | Approximately 10 weeks (early-June to early-August)   |
| <b>Benefits:</b>       | Not eligible  |
| <b>Start Date</b>      | 05/27/2024 (tentative)  |

### About the Organization

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Bird Conservancy of the Rockies conserves birds and their habitats through an integrated approach of science, education and stewardship. Our work extends from the Rockies to the Great Plains, Mexico and beyond. Our mission is advanced through sound science, achieved through empowering people, realized through stewardship and sustained through cross-border collaborations.

We monitor and identify population trends, research habitat needs, engage landowners and managers in wildlife and habitat stewardship, and inspire audiences of all ages to be better stewards of the land. Together, we are improving native bird populations, the land, and the lives of people. Learn more about our work and programs at our website: [www.birdconservancy.org](http://www.birdconservancy.org)

### Position Overview

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Bird Conservancy of the Rockies is seeking 2-3 motivated individuals with an interest in working lands conservation to assist with conducting vegetation surveys to evaluate the effectiveness of Natural Resource Conservation Service (NRCS) climate-smart agricultural practices for birds, throughout Eastern Colorado. The position will be based out of Fort Collins, Colorado, but the technician should expect to spend many hours traveling and sampling field sites distributed across the Eastern Plains. Training for specific sampling protocols and all necessary equipment will be provided. Successful applicants will have familiarity with mixed-grass prairie and short-grass steppe systems, as well as coursework or formal training in grass and forb identification and/or vegetation sampling methods. The ability to discuss the project with rural landowners and work with NRCS biologists to gain access to properties for sampling is necessary.

**Project Dates:** ~ May 27 – August 7, 2024 (flexible)

**Training:** The first week of the field season will be an intensive group training session covering vegetation data sampling protocols, GPS navigation, and proper data storage and handling. After training, **you'll work and travel in pairs for the duration of the season** (with opportunities to meet up with field coordinators every few weeks)

### Responsibilities:

- Locate sampling sites and measure and record vegetation according to established protocols
- Work a variable schedule including long days in the field or driving between sampling sites and hotel/motel
- Give a courtesy call to landowners and coordinate with NRCS biologists prior to surveying on private property
- Enter data, update timesheets and worklogs, and research how you'll access survey locations
- Meticulous attention to detail and organized labeling/data management
- Check in frequently with your Crew Leader and be available by email/phone

### Schedule:

- Work ~ 40-45 hrs per week (overtime pay after 40 hrs)
- 10 days on/4 days off with some flexibility to adjust schedule to accommodate weather and personal needs
- Most sites will require a 1-day stint, arriving by mid-morning and departing by dusk

- There may be additional opportunities to gain experience/assist with bird and/or pollinator monitoring on other projects, depending on time and interest of the applicant

**Equipment:** You'll need to provide your own camping gear (optional) and a working laptop/tablet capable of accessing the internet. You may drive your own 4WD/AWD vehicle (with reimbursement for work-related mileage) or we'll provide a rental vehicle (with cost of gas reimbursement).

**Physical Demands and Safety:** Long hours of driving will be strenuous at times and requires adherence to safety protocols. Adverse environmental conditions may exist while working outside. Some field work will be in areas where the incumbent may encounter hot, dry and windy conditions as well as sudden rainstorms, biting insects, snakes, and other potential hazards typical of the Great Plains.

**Required qualifications:**

- Ability to follow strict protocols for vegetation monitoring
- Excellent communication skills and ability to interact with landowners and NRCS biologists in a positive manner
- You're enthusiastic, physically fit, and enjoy travel
- Willing to work long, odd hours in potentially encounter hazardous wildlife/weather conditions.
- Ability to hike moderate distances (~2 miles/day between sampling points) across uneven terrain
- You don't mind solitude and are independent, organized, responsible, and trustworthy
- You have a valid driver's license, proof of insurance, and experience driving 4WD vehicles
- Must pass a background check and DMV screening

**Desired additional experience:**

- Experience working in mixed-grass prairie and short-grass steppe systems
- Prior field work experience, especially conducting vegetation surveys
- Experience using a GPS and navigation apps (such as Avenza, GAIA, onX, or Caltopo)
- A 4WD/AWD personal vehicle is highly desirable but not strictly required

**To Apply**

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Please send your cover letter, resume, and three references as a single PDF document named "Last Name\_First Name\_VegCrew" to applicants@birdconservancy.org. Please include in your cover letter, how you meet the qualifications and why you're interested in the position. Applications will be reviewed as they are received and positions will be filled as suitable applicants are found. If you have questions, email applicants@birdconservancy.org.

**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 identify or expression, sexual orientation, national origin, genetics, disability, age or veteran status. 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.

**More Info:**

Visit the IMBCR Webpage ([birdconservancy.org/imbcr](http://birdconservancy.org/imbcr)) or check out these blog posts from previous technicians

- [birdconservancy.org/off-the-beaten-track](http://birdconservancy.org/off-the-beaten-track)
- [birdconservancy.org/a-day-in-the-life-of-a-field-technician/](http://birdconservancy.org/a-day-in-the-life-of-a-field-technician/)
- [birdconservancy.org/six-seasons-of-birds-prairies/](http://birdconservancy.org/six-seasons-of-birds-prairies/)
- [birdconservancy.org/the-brand-of-birdsong/](http://birdconservancy.org/the-brand-of-birdsong/)