

JOB ANNOUNCEMENT



Title:	Conservation Social Scientist
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:	\$70-95K 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 Rockies and 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 Conservation Social Scientist to lead internal research needs and support Human Dimensions of conservation throughout the Intermountain West and Great Plains. The Conservation Social Scientist will work closely within Bird Conservancy's integrated and multidisciplinary work environment to support programmatic efforts aimed at understanding barriers and motivations to conservation. Specifically, the Conservation Social Scientist will work collaboratively with the Research Director, Stewardship Director, Chief Conservation Scientist and other key staff to support existing projects and develop a collaborative research and conservation program. Externally, the Conservation Social Scientist will be embedded within a vibrant social science and human dimensions research community and collaboratively work with Migratory Bird Joint Ventures, University Faculty, USFWS, R2R, NABCI, and other partners. The position is also expected to play an important role to support needed human dimensions capacity for the Central Grassland Roadmap Initiative including the Social Ecological Working Group and Indigenous Kinship Circle.

We are seeking a Conservation Social Scientist who is naturally curious and eager to collaborate on projects that integrate social and biological science data to support Bird Conservancy's mission of connecting birds, lands and people. The ideal candidate will have a background in applied conservation research and quantitative social science, with relevant experience in human dimensions of conservation challenges, voluntary conservation, mapping social values related to land stewardship and behavior change or decision science. They will also have experience working with diverse partners and leading collaborative efforts. The social scientist's work will include quantitative research related to rangeland management and will explore public and stakeholder values and decision making, and the community characteristics of social networks/ social capital. Analyses will be conducted at the regional to international scales. The Conservation Social Scientist will be based in Fort Collins, CO with an option for hybrid as agreed upon by the supervisor.

Essential Job Duties and Responsibilities:

- Lead and implement social science/ human dimensions conservation research program that integrates social and biological data to advance conservation outcomes
- Conduct quantitative social science research at all project stages (concept development, grant writing, study design, data collection, analysis, interpretation, application)
- Collaborate with internal and external partners to improve conservation delivery, cross-team collaboration, and advance conservation outcomes for diverse communities
- Provide budgetary oversight and management of collaborative projects
- Communicate with diverse audiences (e.g., working groups, producer and indigenous communities, and researchers) through reports, 1-pagers, data products, peer reviewed publications, conference presentations, and community engagement

Other Duties:

- Supervise staff as needed
- Other duties as assigned

Desired Knowledge, Skills, and Experience:

- Advanced degree (MS or PhD) in Social Science with experience in conservation or related field (Human Dimensions, Conservation, etc.) or equivalent work experience
- Natural curiosity and passion for applying human dimensions to solve complex conservation challenges
- Experience with survey techniques and mixed methods (qualitative and quantitative studies)
- Strong written and verbal communication, along with excellent interpersonal skills
- Proficiency with statistical software SPSS, R, etc.
- Knowledge of robust engagement processes and building partnerships
- Experience working with diverse communities including private landowners, Indigenous Nations, under resourced communities, conservation organizations, state and federal agencies
- Experience working on multi-disciplinary collaborative teams
- Knowledge of grassland biome, its ecosystem and human communities
- Experience with socio-economic/demographic data sets like U.S. Agricultural Census Data
- Experience applying quantitative approaches to social science questions including Social Network Analysis
- Experience using social science to understand drivers of voluntary conservation practices on working lands
- High emotional intelligence and proven skill set in relationship management
- Strategic thinker and ability to provide programmatic vision
- Record of securing grants, extramural funding and peer reviewed publications
- 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
- Proficiency in speaking, reading or writing Spanish is a plus

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 and other 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

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. We recognize that any individual candidate may not possess subject matter expertise in all areas listed above. 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 to applicants@birdconservancy.org with "Conservation Social 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 October 11th, 2024.