

JOB POSTING ANNOUNCEMENT



Title: Wildlife Habitat Biologist
Position Class: Wildlife Habitat Biologist I
FLSA Status: Full Time / Exempt / Salary
Reports to: Program Manager, Southern Great Plains
Direct Reports: None
Location: Trinidad, CO
Salary: \$55,000 – \$62,000 (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: January 2025

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 Wildlife Habitat Biologist (biologist) to deliver wildlife habitat conservation projects in eastern Colorado. This position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), Colorado Parks and Wildlife, 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, assessing resources, surveying habitats, and coordinating implementation of projects (e.g. infrastructure for water and fence improvements, grazing management 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 primarily on private lands and will develop lasting relationships with landowners. The biologist will be jointly supervised by Bird Conservancy and NRCS and will travel throughout the region using a provided vehicle.

If you are interested in applying, we encourage you to think broadly about your background and skill set for the role. 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.

About the Area:

Trinidad, CO is the county seat of Las Animas County and has approximately 9,000 residents. Located on the historic Santa Fe Trail, Trinidad sits within the Purgatoire River Valley only 13 miles from the New Mexico border and 21 miles from Raton Pass. A historic downtown provides eating and shopping venues and is home to Trinidad State College. Trinidad Lake State Park and Fishers Peak State Park are local areas for camping and recreation, while the Spanish Peaks Wildlife Area is 40 minutes south.

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 invasive plant and pest districts, etc.).
- Deliver outreach to landowners and other stakeholders for the purposes of enhancing, restoring, or improving management of wildlife habitat.
- Develop necessary skills (with training provided) to deliver wildlife habitat enhancement, restoration, or improved management within agricultural systems on privately-owned land.

Other Duties:

- Collaborate across BCR programmatic teams
- 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, cattle and 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 local ecology, rangeland and grazing 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 southern Colorado flora and fauna, particularly in wetland systems
- Knowledge of common agricultural practices
- Strong written, verbal, and interpersonal communication skills; Spanish language skills are a bonus
- 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
 - Requires reaching continually throughout the workday (mouse, keyboard, telephone)
- Mid-level stress
- 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:

- 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 (with training)

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 and contact information for **three** references in **ONE document** to applicants@birdconservancy.org with **Trinidad_WHB_YourLastName_YourFirstName**” in the subject line and document file name by December 3rd 2024. Applications will be reviewed on a rolling basis and vacant until filled. Please include how you learned of the job posting.

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.