

POSITION DESCRIPTION



Title:	FIELD TECHNICIAN – Colorado, Kansas, Oklahoma (2 positions)
FLSA Status:	Seasonal / Hourly / Non-Exempt / Overtime Eligible
Reports to:	IMBCR Coordinator
Direct Reports:	None
Location:	Eastern Colorado, Western Kansas, Northern Oklahoma
Salary:	\$17.50 - \$20 hourly, depending on experience. Reimbursement for project-related travel and camping/lodging will also be provided.
Duration:	Approximately 10 weeks (late-May to early-August)
Benefits:	Not eligible
Start Date	05/26/2024 (tentative)

About the Organization

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

Position Overview

Bird Conservancy of the Rockies is seeking 2 motivated individuals with an interest in working lands conservation to assist with conducting pollinator and vegetation surveys on Conservation Reserve Program and adjacent prairie lands throughout Eastern Colorado, Western Kansas and the panhandle of Oklahoma. 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 Great 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 pollinator sampling methods and identification. The ability to discuss the project with rural landowners to gain access to properties for sampling is necessary.

Project Dates: ~ May 26 – August 18, 2025 (flexible)

Training: The first week of the field season will be an intensive group training session covering pollinator & 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, set-up blue vane traps, conduct sweep net and butterfly surveys, and measure and record vegetation
- Work a variable schedule including long days in the field or driving between sampling sites
- Car camp daily, often without cell service or facilities
- Give a courtesy call to landowners 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 hrs per week
- 10 days on/4 days off with some flexibility to adjust schedule to accommodate weather and personal needs
- Most sites will require a 2-day stint, arriving early afternoon on the first day and departing midday on the second
- Lab work, there may be an opportunity to continue work processing insect samples after the field season.

Equipment: You'll need to provide your own camping gear 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. 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 pollinator and vegetation sampling
- Excellent communication skills and ability to converse and interact with landowners 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 and/or pollinator 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

Please send your cover letter, resume, and three references as a single PDF document named "Last Name First Name Pollinator Technician" 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 David.Pavlacky@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) or check out these blog posts from previous technicians

birdconservancy.org/off-the-beaten-track

birdconservancy.org/a-day-in-the-life-of-a-field-technician

birdconservancy.org/six-seasons-of-birds-prairies

birdconservancy.org/the-brand-of-birdsong