

POSITION DESCRIPTION



Title:	Avian Field Technician – Southwest (6 positions)
FLSA Status:	Seasonal / Hourly / Non-Exempt / Overtime Eligible
Reports to:	Seasonal Crew Leader
Direct Reports:	None
Location:	Arizona, New Mexico, and Utah
Salary:	\$18.38 - \$21.63 hourly, depending on experience. Reimbursement for project-related travel and camping/lodging will also be provided.
Duration:	Approximately 11 weeks (late-April to mid-July)
Benefits:	Not eligible
Start Date	04/21/2026 (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

Experience a season of adventure counting birds every morning with the Integrated Monitoring in Bird Conservation Regions (IMBCR) program! You will work throughout Arizona and western New Mexico on public and private lands moving from lower elevation to higher elevation throughout the season.

Surveys span a variety of elevations and habitats including salt desert scrub, riparian, sagebrush, pinyon-juniper, and montane forest. You will get to observe an impressive variety of species and explore scenic areas and birding hot spots such as the Chiricahua Mountains, Madera Canyon, Huachuca Mountains, Kaibab NF, and Gila NF. This position will have you birding every morning with the possibility of observing Southwestern rarities such as Elegant trogon, Rivoli's hummingbird, California condor, Gila woodpecker, Yellow-eyed Junco, Painted redstart and many more.

Project Dates: ~ April 21 – July 10, 2026

Training: The first week of the field season will be an intensive group training session covering bird identification, point count & vegetation data protocols, GPS navigation, and data entry. You must pass a bird identification quiz at the end of training. After training, **you'll work and travel solo for the duration of the season** (with opportunities to meet up with the crew every few weeks)

Responsibilities:

- Conduct point counts each morning, then drive to a new survey location each afternoon
- Work a variable schedule including long days in the field
- Hike long distances off trail in steep rugged terrain on a regular basis
- Car camp daily, often without cell service or facilities
- Occasional one-night backpacking camping in remote roadless/wilderness areas
- 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
- 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 field days will begin before dawn and end in the mid afternoon

Equipment: You'll need to provide your own binoculars, laptop computer (with working battery), as well as car and backpacking camping gear. 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)

Required qualifications:

- Ability to identify all bird species by sight/sound that regularly breed in Arizona and New Mexico
- You're enthusiastic, physically fit, enjoy travel, and can work long hours in the field
- Willing to wake up before dawn, face hot/cold/rainy/windy weather, and encounter hazardous wildlife including rattlesnakes, black widow spiders, black bears, and mountain lions.
- Ability to hike off trail in steep rugged terrain
- You don't mind solitude and are independent, organized, responsible, and trustworthy
- You have a driver's license, proof of insurance, and experience driving 4WD vehicles
- Must pass a background check and DMV screening

Desired additional experience:

- Experience solo backpacking, long distance hiking, and navigating off-trail
- Prior field work experience, especially conducting avian point counts
- 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



Upload your cover letter, resume, and three references as a single PDF document named "Last Name First Name IMBCR Technician" at this form: <http://birdconservancy.org/imbc-r-hiring>. Please include in your cover letter how you meet the qualifications (especially bird ID) 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 IMBCRhiring@birdconservancy.org.

Bird Conservancy is hiring for similar positions in several study areas including Southern Great Plains (TX, OK, KS, NE), Northern Great Plains (NE, SD, ND), Utah, Wyoming, and Colorado. See birdconservancy.org/careers for job posting for each study area. You can apply for multiple positions with a single application.

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.

More Info:

Visit the IMBCR Webpage (birdconservancy.org/imbc-r)