

JOB POSTING ANNOUNCEMENT



Title: Wildlife Habitat Biologist
Position Class: Wildlife Habitat Biologist I
FLSA Status: Full Time / Exempt / Salary
Reports to: Stewardship Program Manager, Northern Great Plains
Direct Reports: None
Location: Baker, Montana (or negotiable in southeastern Montana)

Salary: \$55,000-62,000 commensurate with experience, preference given to candidates with working knowledge of Farm Bill Conservation Programs. Promotion potential available.

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: mid-April 2026

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 in Brighton, Colorado 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 habitat conservation projects on private lands in the grasslands of southeastern Montana. This position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), Montana, Fish, Wildlife and Parks (MTFWP) 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, coordinate implementation (e.g. infrastructure for water and fence improvements and working with landowners on prescribed grazing plans, invasive species management, etc.). This position will be based in an USDA- NRCS field office (with work out of up to 2-3 local NRCS offices in the area) and will require travel throughout the region using a provided vehicle.

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 and collaborate with a variety of awesome partners in the area. In Montana, NRCS uses a “Focused Conservation” strategy to guide its investments. Montana Focused Conservation begins with goals identified in local-level Long Range Plans. Based on those plans, NRCS develops Targeted Implementation Plans (TIPs) to guide on-the-ground implementation. This position will have the opportunity to work in a unique landscape with some of the most pristine and intact grassland ecosystems in North America.

About the Area: Eastern Montana is an expansive area of grasslands and full of charm. Baker is a rural town of about 1,800 people. Eastern Montana is home to many recreational opportunities, an abundance of small-town community pride, and rich history. The area is composed of sprawling plains and rugged badlands, with the landuse as cattle ranching with increasing farmland on the eastern edge of the state.

Just 70 minutes resides Makoshika State Park, Montana's largest state park, home to some of the state's most impressive badlands formations, beautiful hiking trails, and fossils and 70 minutes to the west is Miles City, home to the World-Famous Bucking Horse Sale and the confluence of the Tongue and Yellowstone Rivers. And, if you're still itching for more outdoor time after exploring all eastern Montana has to offer, just a stone's throw away in North Dakota is Theodore Roosevelt National Park. Partners in the area can assist in locating housing to rent or purchase.

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

Essential Job Duties and Responsibilities:

- Provide technical and programmatic support to enhance, restore or improve management of wildlife habitat on privately-owned lands in partnership with the USDA NRCS and their clients (landowners) by leveraging USDA Farm Bill Conservation Programs and relevant partner funding mechanisms.
- Develop and sustain cooperative working relationships with landowners, conservation groups, MT Fish, Wildlife and Parks, Northern Great Plains Joint Venture, and other resource professionals (e.g., World Wildlife Fund, Pheasants Forever, etc.).
- Deliver formal trainings and products (e.g., workshops) to landowners and other stakeholders for the purposes of enhancing, restoring, or improving management of wildlife habitat.
- Develop technical proficiency in the principles and practice of wildlife habitat enhancement, restoration, or improved management within agricultural systems on privately-owned land.

Other Duties:

- Collaborate across BCR programmatic teams
- Develop technical proficiency in conservation planning and agency business tools
- 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 including use of computers and programs (Microsoft Office)
- Ability and desire to work in rural communities with diverse people including state, federal, and non-governmental resource professionals, agricultural producers and other community members.
- Strong written, verbal, and interpersonal communication skills
- Ability to communicate clearly and effectively (use active listening to build trust and establish rapport) with a variety of landowners and partners
- Knowledge of eastern Montana (or Northern Great Plains) flora and fauna in grasslands (preferred)
- Working knowledge of Farm Bill Conservation Programs (preferred) or general understanding of Farm Bill Programs
- Motivated self-starter who is comfortable working independently under remote supervision and highly organized with the ability to manage multiple deadlines
- Practical understanding of habitat restoration, ecology, and land management
- 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
- Mid-level stress
- Requires reaching continually throughout the workday (mouse, keyboard, telephone).
- 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:

- Various habitat restoration and enhancement materials (e.g. stock tank ladders, fence markers)
- 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

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.**

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.

To Apply:

Please submit your cover letter, resume and contact information for **three** references in **ONE document** to applicants@birdconservancy.org with MT_YourLastName_YourFirstName" in the subject line and document file name by March 20, 2026. Applicants will be reviewed as they are received. Please include how you learned of the job posting.