



## POSITION DESCRIPTION

<b>Title:</b>	Seasonal Bird Bander
<b>FLSA Status:</b>	Seasonal/ Hourly/ Non-exempt
<b>Reports to:</b>	Banding Manager and Nebraska Education Manager
<b>Direct Reports:</b>	None
<b>Location:</b>	Wildcat Hills State Recreation Area, Scotts Bluff County, Nebraska
<b>Salary:</b>	\$19.00 hourly
<b>Duration:</b>	Aug 25 <sup>th</sup> through Oct 10 <sup>th</sup> , 2026. 40 hours/week
<b>Benefits:</b>	None
<b>Purpose:</b>	Serve as Primary Bird Bander, running a mist-netting station and assisting with banding demonstrations for the public

### **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](http://www.birdconservancy.org).

### **Essential Job Duties and Responsibilities:**

We are seeking an experienced bird bander for a fall migration banding station. The station is at the Wildcat Hills Nature Center, near Gering, NE. Position is approximately 7 weeks of banding; dates are August 25th – October 10th. Bander will attend a 2-day orientation in Colorado. Primary duties are bird capture and banding, but also include: set-up and dismantling of banding stations, including clearing net lanes, erecting and maintaining nets, and proper storage of nets at the end of the banding season. Must be able to operate 10-15 nets without assistance. Attention to detail and excellent record-keeping skills desired. Responsible for both field and electronic (Excel) data entry. Normal work schedule is Tues – Sat, 40 hrs per week. The banding station is visited by numerous school groups and the bander will assist with educational banding demonstrations. All equipment is provided. Housing is provided in a private bunkhouse cabin with shared kitchen and bathroom in separate buildings. Reliable personal vehicle, valid driver's license, and auto insurance required. Hiring is contingent on passing a background check and drug screen.

### **Knowledge, Skills and Experience required (unless otherwise noted):**

Prior experience and proficiency in mist-netting, safe extraction and proper handling, and efficient banding and processing of birds. Must be able to identify, age, and sex a variety of passerine bird species captured, using molt patterns, skulling, and other criteria described in the Pyle Guide. Knowledge of both western and eastern NA bird species desired. Bachelors of Science in biology, ecology, zoology, or related field preferred. Knowledge of avian biology and bird migration, and the ability to effectively communicate to education program participants at the banding station. NABC certification desired but not required.

### **Equal Opportunity Employer:**

Bird Conservancy of the Rockies is an equal opportunity employer. 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, veteran status, or any other class protected by law.

**To Apply:**

Send a single PDF file containing a cover letter, current resume, and 3 references familiar with your banding skills to: [applicants@birdconservancy.org](mailto:applicants@birdconservancy.org), with the subject line **Experienced Bird Bander**. We are hiring banders for several locations; please indicate if you have a preferred location. We will begin reviewing applications as they are received and continue until position is filled.

**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.**