

JOB POSTING ANNOUNCEMENT



Title: Quantitative Research Scientist
Position Class: Research Scientist
FLSA Status: Full-Time / Exempt / Salaried
Reports to: TBD
Direct Reports: None
Location: Fort Collins, CO
Salary: Starting at \$72K, commensurate with experience
Benefits: This is a full-time position with a comprehensive benefits package including paid time-off, a 403b retirement plan, and health, dental, and vision insurance.
Start Date: As soon as possible

About the Organization:

Bird Conservancy of the Rockies 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, CO. Bird Conservancy of the Rockies conserves 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:

In pursuit of Bird Conservancy's mission to advance conservation by bridging the science-implementation gap, we are seeking a dynamic Quantitative Research Scientist to lead and advance ongoing grassland modeling program efforts. This position will work across teams to develop, apply, and advance quantitative approaches that address some of the most pressing conservation challenges facing grassland birds. The Quantitative Research Scientist will advance models and data products that examine spatial and temporal variation in population dynamics, habitat conditions, and drivers of grassland bird declines using large-scale, count-based monitoring data.

This position will assume responsibility for an established body of work and will be expected to hit the ground running while also helping to chart its future direction. The successful candidate will have the quantitative expertise to quickly understand and advance existing analytical workflows and integrated modeling frameworks, while bringing creativity and initiative to identify new questions, data sources, methods, and applications that expand the capabilities and impact of the program.

Model outcomes are used to inform conservation planning, management, and delivery, with opportunities to integrate emerging data streams and technologies as the position evolves. A successful candidate will have a strong quantitative background and demonstrated expertise applying modern statistical and computational approaches to large, complex ecological data sets. Experience with large count-based data sets, data integration, hierarchical and dynamic models including but not limited to N-mixture models, multi-state models, dynamics species distribution models and spatiotemporal analyses is required. As our analyses increasingly rely on large geospatial datasets, experience with modern GIS and cloud-based geospatial tools (PostgreSQL/PostGIS, Google Earth Engine, and the Python geospatial stack) is highly desirable.

This is a collaborative, communication-heavy role. The successful applicant will work closely with our science and land stewardship teams, and with external partners on designing and implementing applied research in grasslands conservation. The position will be based in Bird Conservancy's Fort Collins office; however, flexible scheduling and telework may be possible with supervisor approval.

Essential Job Duties and Responsibilities:

- Serve as the Principal Investigator and lead a program that leverages large-scale count-based monitoring data to inform conservation delivery for grassland birds using modern quantitative approaches.

- Collaborate with internal and external partners on grant writing and seeking external funding opportunities to grow and support the strategic direction of the science program in collaboration with the Senior Science Director and Chief Conservation Scientist.
- Support or lead the development of large geo-spatial datasets for advanced ecological modeling
- Collaborate with internal and external scientists to implement applied conservation research projects, including analysis and publication.
- Communicate results to diverse audiences through reports, manuscripts, and conference presentations.

Other Duties:

- Other duties as assigned.

Required Knowledge, Skills and Experience:

- PhD in quantitative ecology, population ecology, or wildlife ecology with a strong statistical background or equivalent combination of education and experience.
- Proven ability to successfully work in a collaborative team setting.
- Experience with diverse statistical approaches (Bayesian, Maximum-likelihood, Machine Learning).
- Experience with integrated modeling and use of N-mixture, Occupancy, Multi-state, or other dynamic species distribution modeling approaches.
- Strong programming skills, including R, Python, and at least one Bayesian modeling engine (JAGS, NIMBLE, and/or Stan).
- Experience with spatial analyses using modern GIS approaches, such as PostgreSQL/PostGIS, Google Earth Engine, and Python-based geospatial tools,
- Strong written and verbal communication skills, with a track record of high-impact peer-reviewed publications and effective presentations in varied settings.
- Proven record of successful collaborations, including working as part of an interdisciplinary team,
- Evidence of creativity and initiative in independently identifying new questions, methods, or applications.

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.

- Ability to 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 an infrequent basis- proper lifting techniques required
- Able to stand, walk, and hike for extended periods of time outside in all weather

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 contacts for three references in ONE document to applicants@birdconservancy.org with "Quantitative Research Scientist" in the subject line. Applications will be accepted and reviewed on a rolling basis until the position is filled. Preference will be given to those applications that are submitted before October 2nd, 2026.