

POSITION DESCRIPTION



Title:	Wildlife Habitat Biologist
Position Class:	Wildlife Habitat Biologist I
FLSA Status:	Full-Time / Exempt / Salaried
Reports to:	Grassland Program Manager
Direct Reports:	None
Location:	Philip or Kadoka, SD
Salary:	\$58,000-\$65,000 commensurate with experience
Benefits:	This is a full-time position with a comprehensive benefits package (paid time off, 403(b) retirement plan, health, dental, and vision insurance)
Start Date:	November/December 2026

About the Organization: Bird Conservancy of the Rockies (Bird Conservancy) is a 501(c)(3) non-profit organization headquartered at the Environmental Learning Center at Barr Lake State Park 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 to deliver habitat conservation projects on working lands in the grasslands of western South Dakota. This position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), South Dakota Game, Fish and Parks (SDGFP), and Bird Conservancy of the Rockies. The biologist will help agricultural producers and Indigenous partners improve wildlife habitat and achieve their management objectives by developing comprehensive conservation plans, including resource assessments, habitat treatments, and coordinating implementation (e.g., infrastructure for water and fence improvements, reducing invasive grass species, and prescribed grazing plans). The biologist will work with Indigenous nations, federal, state, and local natural resource professionals, and will use voluntary, incentive-based funding opportunities (e.g., Farm Bill) to implement conservation. This position is anticipated to support both Pine Ridge and Rosebud Indigenous communities. The biologists will be jointly supervised by Bird Conservancy and NRCS, and will travel throughout the region using a provided vehicle.

About the Areas: Philip and Kadoka, SD are both small rural towns, each with a population of approximately 700 people. These locations are close to the Buffalo Gap National Grassland, Badlands Wilderness, and Badlands National Park. Philip and Kadoka are north of the Pine Ridge and Rosebud Indigenous communities. The landscape includes tall grass, short grass, and mixed prairie. Rapid City is the nearest large town (population 75,000 people) and is approximately a 1.25-hour from Philip and a 1.5-hour drive from Kadoka. Rapid City offers the amenities of a larger city and access to the Black Hills National Forest. In addition, this region has an abundance of grassland and forest bird species and is a birder's dream. The predominate land uses in Western SD are small grain cropland, rangeland, and forest.

Essential Job Duties and Responsibilities:

- Provide technical and programmatic support, including recommending management prescriptions for wildlife conservation efforts for landowners in association with state wildlife habitat programs and the USDA-Natural Resources Conservation Services (NRCS) Farm Bill Conservation Programs and grant-funded initiatives
- Enroll working lands into USDA Farm Bill Conservation Programs (EQIP, WLFW, GRP, CRP, etc.) by utilizing partnership efforts with USFWS Partners Program, relevant state wildlife and habitat programs, and others
- Develop and sustain cooperative working relationships with landowners, land managers, South Dakota Game, Fish, and Parks, key Indigenous partners (e.g. Oglala Sioux Parks and Recreation, Rosebud Sioux Tribe Game, Fish, and Parks Department, Pine Ridge and Rosebud Reservations, Buffalo Nations Grassland Alliance) as well as conservation groups (e.g., South Dakota Grasslands Initiative, South Dakota Grassland Coalition, Northern Great Plains Joint Venture, local conservation districts) and other resource professionals
- Identify, develop, and provide formal trainings and products to landowners and land managers and other stakeholders for informational and outreach purposes
- Support projects, address resource concerns, and support the cultural heritage of grasslands with key Indigenous partners.

Other Duties:

- Use critical thinking to develop and implement conservation projects and habitat enhancement efforts targeting priority landscapes as outlined in various conservation efforts
- Develop technical proficiency in conservation planning and agency business tools
- Manage existing restoration projects by conducting monitoring and prescribing management activities
- Assist partner agencies and other collaborators in conducting biological assessments
- Other duties as assigned

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

- Bachelor's degree (M.S. preferred) in a conservation-related field (e.g., wildlife biology, ecology, human dimensions of natural resources, rangeland ecology, etc.)
- Working knowledge of Farm Bill Conservation Programs (preference given to candidates with this experience)
- Ability and desire to work with a diversity of people including state, federal, and non-governmental resource professionals, agricultural producers and other community representatives
- Motivated self-starter who is comfortable working independently under remote supervision and who is highly organized with the ability to manage multiple deadlines
- Practical understanding of habitat restoration, ecology and land management
- Knowledge of South Dakota flora and fauna, particularly grassland communities
- Strong written, verbal, and interpersonal communication skills
- 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.
- Ability to work in a standard office setting, with considerable sitting, standing and viewing computer screens
- 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 conditions
- Able to work independently in remote locations where hazardous wildlife and conditions may be present
- Ability to troubleshoot when working solo (flat tires, cattle gates, etc.)
- 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 and 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 (ATVs) or utility task vehicles (UTVs)

Equal Opportunity Employer:

Bird Conservancy of the Rockies aims to avoid partiality in hiring. As such, 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. Employment is contingent upon successful completion of a post-offer background check, motor vehicle record review, and drug screening. Results that do not meet the requirements of the position of Bird Conservancy of the Rockies' employment standards may result in withdrawal of the employment offer or termination of employment, subject to applicable law and required notice procedures.

As an organization, we are most interested in finding the best candidate for the job from varied backgrounds and with varied lived experiences. 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.

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, 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, or bisexuality. Bird Conservancy of the Rockies will make special communication arrangements for persons with disabilities. Please call (303) 659-4348 for assistance.

To Apply:

Please submit a one-page cover letter, resume, and contact information for three references in **ONE document** to applicants@birdconservancy.org with "First name_Last Name South Dakota Wildlife Habitat Biologist" in the subject line. Applications will be accepted and reviewed until **October 23rd**.

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 creates, 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.