JOB POSTING ANNOUNCEMENT

Title:	Wildlife Habitat Biologist (WHB)
Position Class:	Wildlife Habitat Biologist I
FLSA Status:	Full Time / Exempt / Salaried
Reports to:	Grassland Program Manager
Direct Reports:	None
Location:	Rocky Ford, CO
Salary:	$58-65K 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:	January 2027

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 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 wildlife habitat conservation projects in eastern Colorado. This position is a partnership between the US Department of Agriculture - Natural Resources Conservation Service (NRCS), Colorado Parks and Wildlife, 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, assessing resources, surveying habitats, and coordinating implementation of projects (e.g. infrastructure for water and fence improvements, grazing management plans, invasive species treatment, range plantings etc.). 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 primarily on private lands and will develop lasting relationships with landowners. The biologist will be jointly supervised by Bird Conservancy and NRCS and will travel throughout the region using a provided vehicle. **The position is based in Rocky Ford, but time will be split between the Rocky Ford (3 days/week) and Pueblo (2 days/week) offices depending on project workload.**

About the Area: Rocky Ford is a small agricultural based community on the eastern plains of Colorado. This area is home to the Comanche National Grassland, a treasure of short-grass prairie (440,000 acres) and wildlife (including Lesser Prairie Chicken, Golden Eagles, Grasshopper Sparrows, Lark Buntings, Ferruginous Hawks, and the elusive Swift Fox. This part of the Arkansas Valley is also famous for producing exceptional cantaloupe and watermelon, the result of the country's most dramatic changes between day and night temperature, a natural phenomenon that increases the production of sugar. In addition, Rocky Ford hosts the Arkansas Valley Balloon Festival and is residence to the Arkansas Valley Fair. Rocky Ford is ~1 hr to the west and provides access to hiking, urban amenities, and additional housing options.

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.
- Enroll privately owned lands into the 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, conservation groups, local and regional wildlife agencies and other resource professionals (e.g., Cattleman/woman association, local weed and pest districts, etc.).
- Identify, develop and provide formal trainings and products to landowners and other stakeholders for informational and outreach purposes
- Collaborate across Bird Conservancy of the Rockies (BCR) programmatic teams

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 agency 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 eastern Colorado 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

- 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. **A post-offer background check is required.**

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 and resume in **ONE document** to applicants@birdconservancy.org with "First name_Last Name Rocky Ford Wildlife Habitat Biologist" in the subject line. Applications will be accepted and reviewed until **November 24.**

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.