



POSITION DESCRIPTION

Title:	PRIVATE LANDS WILDLIFE BIOLOGIST (BIOLOGIST I)
FLSA Status:	FULL TIME / EXEMPT / SALARIED
Reports to:	Grassland Habitat Coordinator
Direct Reports:	None
Location:	Glendive, MT (with possible negotiation of a neighboring NRCS office location)
Salary:	\$42,000 annually
Benefits:	Bird Conservancy offers generous paid time off (holidays, annual leave, and sick leave), a Simple IRA match, and health insurance.
Start Date:	June 2019

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. We advance our mission 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

About the position:

Position Overview

The Private Lands Wildlife Biologist (PLWB) program is a partnership between the Natural Resources Conservation Service (NRCS) and Bird Conservancy of the Rockies (Bird Conservancy) focused on delivering wildlife conservation programs on private lands in eastern Montana. The program provides technical resources to landowners and other land managers to more fully incorporate wildlife conservation on their private lands. By integrating Bird Conservancy technical resources with NRCS and partner funding mechanisms and technical capacities, the PLWB partnership supports a collaborative and human-focused approach to private lands conservation. Specifically, the PLWB will implement this work in grassland communities and focus on providing technical assistance to agricultural producers that complements agricultural production and protects, enhances and restores grassland bird habitat. Currently, the Bird Conservancy PLWB partnership operates in six western states (Colorado, New Mexico, Nebraska, Wyoming, South Dakota, and Montana) and Mexico (Chihuahua). PLWBs succeed through direct and meaningful relationships with landowners and supported by NRCS incentives

provided through US Farm Bill and other habitat enhancement programs. This position will be located in eastern Montana (Glendive) field office location and will require travel throughout the region. This is a full-time position with a comprehensive benefits package.

Duties and Responsibilities

- Serve as part of a team involving agency personnel, wildlife biologists, funding partners, and individual landowners that strive to identify priority conservation landscapes, design and implement habitat enhancement projects, and deliver community education and outreach programs.
- Prioritize habitat improvement and enhancement projects within the short-grass prairie/grassland systems that benefit a suite of grassland bird species.
- Enroll privately owned lands into the USDA Farm Bill Conservation Programs by utilizing partnership efforts such as Montana Fish Wildlife and Parks, USFWS Partners for Fish and Wildlife Program and others.
- Complete conservation plans, job sheets, wildlife habitat evaluation guides, environmental evaluations, and other required documentation for Farm Bill Conservation Programs. This includes providing technical and programmatic support, including recommending management prescriptions for wildlife conservation efforts, to NRCS and their clients.
- Develop and sustain cooperative working relationships with landowners, conservation groups and other resource professionals.
- Use critical thinking to develop and implement conservation projects and habitat enhancement efforts targeting priority landscapes as outlined in various conservation plans (e.g. Montana State Wildlife Action Plan, Partners in Flight Landbird Conservation Plan, etc.).
- Coordinate and participate in fieldwork activities for the benefit of wildlife and their habitats, and as required through various Farm Bill practice options (e.g., rangeland inventories).
- Develop technical proficiency in conservation planning and agency business tools (e.g. Toolkit, Protracts, IDEA, Client Gateway, etc.).
- Manage existing habitat projects by conducting monitoring, status reviews, and prescribing management activities.
- Identify, develop and provide formal wildlife and conservation trainings and products to landowners and other stakeholders for information and outreach.
- Assist Bird Conservancy Science Team in bird monitoring as needed.
- Assist partner agency and other collaborators in conducting biological assessment.
- Perform other duties as assigned by Bird Conservancy or NRCS.

Required knowledge, skills and abilities

- Deep and practical understanding of habitat restoration, ecology and land management with emphasis on upland birds, including grassland species.
- Knowledge of eastern Montana flora and fauna, particularly grassland communities.
- Working knowledge of rangeland health and management.

- Knowledge and confidence to implement wildlife habitat projects on a landscape scale.
- Working knowledge of USDA Farm Bill Conservation Programs.
- Ability and desire to work with a diverse group 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.
- Strong written, verbal, and interpersonal skills.
- 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.
- Exceptional organizational and time management skills.
- Willingness to perform administrative work in a controlled environment/office setting.
- Working knowledge of MS Office and GIS software is desirable.

Required education and experience

- Bachelor's degree (M.S. preferred) in a conservation field (e.g. wildlife biology, ecology, human dimensions of natural resources, rangeland ecology, etc.).

To apply:

Please send cover letter, resume, and contact information for 3 references **in one document** via email to angela.dwyer@birdconservancy.org with the document title "Last Name_First Name_PLWB_MT_2019." Microsoft Word or PDF files only.

Applications must be received by April 30, 2019 to receive full consideration.

For more information, contact Angela Dwyer via email at angela.dwyer@birdconservancy.org