

JOB POSTING ANNOUNCEMENT



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| Title: | Research Scientist |
| Position Class: | Conservationist III |
| FLSA Status: | Full Time / Exempt / Salaried |
| Reports to: | Biometry Lead |
| Direct Reports: | None |
| Location: | Fort Collins |
| Salary: | \$60-65K commensurate with experience |
| Benefits: | This is a full-time position with a comprehensive benefits package (paid time off, 403b retirement plan, health, dental, and vision insurance) |
| Start Date: | mid-to-late September 2020 |

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 and fieldwork outposts in the Great Plains Region. 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(s) Overview:

Bird Conservancy is hiring a dynamic Research Scientist with a background in quantitative population ecology. The scientist will be expected to develop a cutting-edge independent research program that leverages our diverse long-term data sets (monitoring and movement) to inform conservation. Applicants are expected to have a strong background and analytical skill set using Bayesian approaches. Experience with integrated population modeling, data integration, N-mixture models, multi-species occupancy, and animal movement models are highly desired qualifications. The Research Scientist will be part of our integrative science program (14 scientists and ecologists) directly supervised by our lead Biometrician and under the oversight of the Research Director and Chief Conservation Scientist. This position is currently funded for one-year with extensions available based on performance and available funding. The scientist will be based in Bird Conservancy's Fort Collins office; however, we will accommodate flex scheduling and telework with supervisor approval.

Essential Job Duties and Responsibilities:

- Leverage monitoring and demographic data to inform conservation delivery using quantitative approaches including: integrated population models, N-mixture models, multispecies occupancy and spatiotemporal analyses
- Develop and apply innovative approaches to analyze animal movement data
- Collaborate with internal and external scientists to develop, fund, and implement conservation research projects from design, to analysis and publication
- Communicate results to diverse stakeholders through reports, manuscripts and conference presentations
- Build collaborative partnerships internally across the Science Team and externally with diverse partners to strategically grow the research program at Bird Conservancy

Other Duties:

- Other duties as assigned

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

- PhD in quantitative, population, or wildlife ecology with a strong statistical background or commensurate experience
- Post-doctoral experience preferred (~2 years post PhD)
- Proven ability to successfully work in a collaborative team setting

- Experience with diverse statistical approaches (Bayesian and Frequentist)
- Experience with Integrated Population Models, Abundance, and Occupancy Models
- Experience with animal movement models (e.g., state-space modeling, home-range analyses, etc.) using diverse data sets (e.g. telemetry, GPS and Motus)
- Experience with spatial analyses using either ArcGIS and/or Program R platforms
- Proficiency in habitat relationship and landscape modelling
- Familiarity with remote sensing methods and data sources for North America
- Strong R programming skills beyond model implementation including JAGs and WinBUGS
- Strong written, verbal communication skills with a track record of high-impact peer-reviewed publications and effective presentations in varied settings
- General knowledge avian ecology including sampling and design

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 "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 September 30th, 2020.