

JOB POSTING ANNOUNCEMENT



Title:	Private Lands Wildlife Biologist (PLWB)
Position Class:	Private Lands Wildlife Biologist I or II
FLSA Status:	Full Time / Exempt / Salary
Reports to:	Stewardship Program Manager, Watershed Health
Direct Reports:	None
Location:	Walsenburg, CO
Salary:	\$50,000 - \$53,000 depending on experience. Promotion potential available.
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:	March 2023

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: Working in partnership with the USDA Natural Resources Conservation Service (NRCS), Colorado Parks and Wildlife (CPW), and Bird Conservancy of the Rockies, this position will **deliver wildlife conservation programs on private forested lands** primarily along the Sangre de Cristo mountains and associated forest habitats of south-central Colorado. The position will **protect, enhance, and restore forests for terrestrial and aquatic species**, with specific attention given to species identified as sensitive or at-risk. This will be accomplished through providing technical expertise and resources to land owners and managers to more fully incorporate wildlife conservation on private forested lands using voluntary, incentive-based funding opportunities (e.g. Farm Bill, CPW program funds, etc.). The position will be based in the Walsenburg, CO NRCS field office, jointly supervised by Bird Conservancy of the Rockies and NRCS, and will require travel throughout portions of Fremont, Custer, Pueblo, Huerfano, and Las Animas counties using a provided vehicle.

About the Area: Walsenburg is the county seat of Huerfano County and sits at the base of the Sangre de Cristo mountains, between the larger towns of Pueblo and Trinidad in south-central Colorado. Home to roughly 3,000 people, it is rich in both history and natural resources and provides a gateway to some of the most spectacular landscapes in Colorado, including Great Sand Dunes National Park and the stunning Spanish Peaks Wilderness. Recreational and cultural opportunities abound with hunting, fishing, camping, and hiking opportunities on nearby public lands, the Highway of Legends Scenic Byway, museums and art galleries, sports leagues, a golf course, and even a water park! Urban comfort, convenience, and entertainment is only an hour away in Pueblo. There you can find the Historic Arkansas Riverwalk with public art, local restaurants, specialty shops, and events, the El Pueblo History Museum, and Lake Pueblo State Park – a popular destination for all sorts of water-based recreation. Walsenburg has a great small-town feel with lots of amenities yet remains one of the most affordable locations in Colorado.

Essential Job Duties and Responsibilities for PLWB I:

- Provide technical and programmatic support to enhance, restore or improve management of forested wildlife habitat on privately-owned land in partnership with the USDA-NRCS and their clients (landowners) by leveraging Farm Bill Conservation Programs and relevant state wildlife or habitat programs.
- Sustain cooperative working relationships with landowners, conservation groups, Colorado Parks and Wildlife and other resource professionals (e.g., local Conservation Districts, Colorado State Forest Service, U.S. Forest Service, the Bureau of Land Management, local working groups/collaboratives, etc.).
- Deliver formal trainings and products to landowners and other stakeholders for the purposes of enhancing, restoring, or improving management of wildlife habitat.

- Develop technical proficiency in the principles and practice of wildlife habitat enhancement, restoration, or improved management within agricultural systems on privately-owned land.

Essential Job Duties and Responsibilities for PLWB II:

- Independently identify, lead, and deliver projects to enhance, restore, or improve management of forested wildlife habitat on privately-owned land in partnership with the USDA-NRCS and their clients (landowners) by leveraging USDA Farm Bill Conservation Programs and relevant state wildlife or habitat programs.
- Expand cooperative working relationships with landowners, collaborative conservation groups, local and regional wildlife agencies and other resource professionals.
- Identify, develop, and lead formal trainings and products to landowners and stakeholders for the purposes of enhancing, restoring or improving management of primarily forested wildlife habitat
- Integrate with Bird Conservancy of the Rockies' Science and Education programs

Other Duties (PLWB I and II):

- Collaborate across Bird Conservancy programmatic teams
- Develop proficiency with technical conservation planning and agency business tools
- 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 and two years' relevant professional experience (PLWB I), OR advanced degree in a conservation related field (e.g. wildlife biology, ecology, forestry, human dimensions of natural resources, natural resource management, etc.) OR four years of equivalent professional experience (PLWB II)
- Practical understanding of habitat restoration, ecology and land management, with special emphasis on forested systems
- Knowledge of Colorado flora and fauna, particularly forest communities
- Motivated self-starter who is comfortable working independently under remote supervision and highly organized with the ability to manage multiple deadlines
- Ability and desire to work with a diversity of people including state, federal, and non-governmental resource professionals, agricultural producers, industry professionals, and other community representatives
- Strong written, verbal, and interpersonal communication skills
- Working knowledge of Farm Bill Conservation Programs (preference given to these candidates)
- Experience with landowner outreach (preference given to these candidates)
- Knowledge of silvicultural practices and equipment is preferred but not required
- Experience conducting forest inventories and drafting forest management plans (FMP) highly desirable
- Proficiency in Microsoft Office is required; experience with GIS software and Monday.com 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.

- Able 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 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 occur
- Ability to troubleshoot when working solo (flat tires, cattle gates, etc.)
- Requires 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 measurement materials (e.g. Dbh Tape, BA Prisms, Clinometer, game cameras, etc.)
- Standard office equipment (e.g. laptop, 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, 4WD trucks, All Terrain Vehicles or Utility Task Vehicles

Equal Opportunity Employer:

Bird Conservancy of the Rockies is a bias-conscious employer. 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. **Post-offer background check required.**

Studies have shown that underrepresented groups, including women and people of color, are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job from diverse backgrounds and with attention to lived experience. 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 or gender expression, 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, bisexuality.

COVID-19 Policy:

Bird Conservancy is committed to protecting and enhancing the welfare of its employees during the COVID-19 pandemic. As a condition of employment, all newly hired employees must provide to Bird Conservancy’s human resources representative either proof of full vaccination at employment start date or agree in written form to weekly testing until further notice. Any proof of vaccination or weekly test results submitted to Bird Conservancy will remain confidential.

When COVID-19 safety precautions limit NRCS office capacity and/or travel to the Walsenburg field office, the biologist will have the flexibility to telework from home; in federal offices, the biologist will be required to adhere to all safety protocols, including wearing a facial mask and social distancing when required.

To Apply:

Please submit your cover letter, resume, and contact information for three references in **ONE document** to applicants@birdconservancy.org with “Walsenburg-PLWB_YourLastName_YourFirstName” in the subject line and as the document file name. Microsoft Word or PDF files only. Please include how you learned of the job posting and if you wish to be considered for PLWB I or II. Applications will be accepted and reviewed on a rolling basis until the position is filled. Preference will be given to those applications submitted by 11:59 pm MST, **Friday, February 10, 2023.**

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 shall create or 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.