

## Job Announcement



**Title:** Seasonal Motus Field Biologist  
**FLSA Status:** Seasonal / Exempt / Hourly  
**Reports to:** Avian Ecologist  
**Direct Reports:** None  
**Location:** Eastern New Mexico  
**Salary:** \$17.00 - \$20.00 hourly (depending on experience). Some overtime hours may be required. In addition to pay, lodging and reimbursement for project-related travel will be provided.  
**Duration:** ~8-10 weeks (seasonal)  
**Benefits:** Not eligible  
**Start Date:** December 9, 2024  
**Purpose:** The Motus Field Biologists will aid in grassland bird captures and Motus tag deployment on grassland birds, coordinate seasonal technicians during grassland bird captures, communicate with landowners, and coordinate field logistics.

**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.

**Project/Position Overview:**

Grassland songbird populations, including migratory species breeding in the mixed-grass prairies of the northern Great Plains, are among the most rapidly declining guilds in North America. Bird Conservancy’s Motus program aims to fill in knowledge gaps in the movement ecology of grassland species in order to better target conservation efforts. Motus Field Biologists will work as part of a three-person team that will identify ideal sites and capture, band, and deploy tags on 4 target species: Baird’s Sparrow, Sprague’s Pipit, Chestnut-collared Longspur, and Thick-billed Longspur at several locations across eastern New Mexico. Qualified applicants will have experience handling and banding small passerine birds. Desired qualifications include experience fitting Motus tags or other similar tracking devices using a figure 8 harness technique and experience working with grassland birds.

**Essential Job Duties and Responsibilities:**

- Implement grassland bird captures with Motus Field Biologist team including coordination and scouting, landowner and partner relations, managing gear and data QA/QC
- Work with seasonal monitoring crew as they are able to participate in grassland bird captures utilizing safe passerine handling techniques
- Engage local community volunteers and partner agencies for grassland bird captures
- Interact positively with landowners, locals and agency employees as needed

**Other Duties:**

- Other duties as assigned

**Knowledge, Skills and Experience expected:**

- Extensive passerine handling experience
- Some experience deploying tags and attaching harnesses to passerines
- At least one full year experience in ecological fieldwork that is not class related
- Strong experience conducting avian fieldwork
- Experience with identification of grassland birds during the winter preferred
- Experience with respectful private landowner communication
- Effective written, verbal, and interpersonal communication skills

- Ability to maintain a positive disposition in extreme conditions
- Ability to travel to multiple locations in a single day
- Possess or be able to obtain basic first aid certification

### **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.

- High-level stress
- Able to work as part of a team in remote locations where hazardous wildlife and conditions may be present
- Work will often be conducted before dawn, 6 days a week, often in extreme weather conditions
- May include lifting up to forty (40) pounds of project gear on a frequent basis. Proper lifting techniques required.
- Capable of driving on rough roads, dealing with mud, navigating around cattle and barbed-wire fencing

### **Material and Equipment Directly Used:**

- Standard banding, tagging, and other field equipment (e.g. GPS units, compasses, first aid kits).
- Standard office equipment (e.g. laptop, printers); PC with MS Office software applications.

### **Housing**

Bird Conservancy of the Rockies will provide shared housing. Bird Conservancy of the Rockies will also provide reimbursement for work related travel and lodging fees.

### **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.

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

### **To Apply:**

Please send cover letter, resume and contact information for 3 references in **ONE document** to [applicants@birdconservancy.org](mailto:applicants@birdconservancy.org) with "Last Name\_First Name\_Motus Field Biologist" in the subject line and document file name. In the email please include where you saw the job posting announcement. Applications will be accepted until position filled with preference to those submitted before November 15, 2023.