

JOB POSTING ANNOUNCEMENT



Title: Avian Ecologist - IMBCR
Position Class: Avian Ecologist
FLSA Status: Full Time / Exempt/ Salary
Reports to: Senior Avian Ecologist, IMBCR Coordinator
Direct Reports: Seasonal Crew Leaders and Avian Technicians
Location: Fort Collins
Salary: \$56,500-60K 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: January 1st, 2025

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(s) Overview:

Bird Conservancy is hiring an Avian Ecologist to oversee implementation of the large-scale breeding land bird monitoring program, Integrated Monitoring in Bird Conservation Regions (IMBCR). The position will assist with hiring and coordinating field crews, training seasonal staff on IMBCR, field preparation, landowner outreach, conducting bird surveys, data entry and proofing, and completing IMBCR related deliverables.

If you are interested in applying, we encourage you to think broadly about your background and skill set for the role. 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.

Essential Job Duties and Responsibilities:

- Oversee the implementation and coordination of IMBCR field operations and deliverables.
- Coordinate with external partners and disseminate program results as the primary contact for IMBCR projects.
- Cooperate with colleagues within the Science Team along with IMBCR Partners to develop, design, review, and implement new monitoring projects.

Other Duties:

- Other duties and special projects as assigned.

Supervisory Responsibilities:

- Seasonal Field Staff

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

- Master's degree in the Natural Sciences (Biology, Ecology, etc.) or commensurate experience
- Extensive experience (>2 years) coordinating avian field projects and supervising seasonal staff
- Experience presenting technical and non-technical information to a wide variety of audiences
- Experience with project management
- Proficiency in use of computer software including Excel, Access, Word, PowerPoint and the ability to quickly learn new software
- Knowledge of current avian monitoring protocols (study design and methodology)
- Strong bird identification skills
- Willingness to work as a team member for a growing non-profit organization and supervise part-time personnel
- Effective written, verbal, and interpersonal communication skills.
- Must possess a valid Driver's License

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 screens
- Requires reaching continually throughout the workday (mouse, keyboard, telephone)
- Mid-level stress
- 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
- The ability to work odd hours in remote locations when appropriate, sometimes in inclement weather conditions and carrying up to thirty (30) pounds of project gear on a frequent basis. Proper lifting techniques required.
- The ability to work independently in remote locations, sometimes for extended periods, where bison, mountain lions, black and brown bears, rattlesnakes and other hazardous wildlife and conditions may be present.

Material and Equipment Directly Used:

- Standard office equipment (e.g. laptop, printers); PC with MS Office software applications.
- Standard field equipment: map, compass, global positioning system, binoculars, satellite communication device.
- Operate 4-wheel drive vehicles off road

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 contact information for **three** references in **ONE document** to applicants@birdconservancy.org with **Avian_Ecologist_YourLastName_YourFirstName**" in the subject line and document file name by January 1st, 2025. Applications will be reviewed on a rolling basis. Please include how you learned of the job posting.

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.