

Job Posting Announcement



Title:	Seasonal Crew Leader - IMBCR
FLSA Status:	Seasonal / Hourly / Non-Exempt
Reports to:	Avian Ecologist
Direct Reports:	Seasonal Field Technicians
Location:	Fort Collins, CO., Nebraska, North Dakota, and South Dakota
Salary:	\$22 - \$23.70 hourly, depending on experience. Some overtime hours will be required. In addition to salary, reimbursement for project-related travel, camping, and lodging will be provided.
Duration:	~ 6 months (seasonal)
Benefits:	Not eligible
Start Date:	On or around March 17, 2025
Purpose:	The crew leader will manage 6-7 seasonal technicians, communicate with private landowners, coordinate field logistics, and participate in research activities to determine basic population estimates of breeding birds in Nebraska, North Dakota, and South Dakota.

About the Organization:

Bird Conservancy of the Rockies is a 501-c(3) non-profit that is 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.

Project/Position Overview: The Integrated Monitoring in Bird Conservation Regions (IMBCR) program provides reliable information on bird populations to guide conservation and management decisions utilizing a statistically rigorous design based on probabilistic sampling, and a broad network of partners that support the program across public and private lands. The IMBCR program, coordinated by Bird Conservancy, is the second largest breeding bird monitoring program in North America and currently includes surveys in 16 Western states.

Essential Job Duties and Responsibilities:

- Coordinate IMBCR field work within the Northern Great Plains including: helping hire Avian Technicians, assigning surveys and equipment, coordinating training, managing the field crew, and communicating with the Avian Ecologist
- Coordinate National Ecological Observatory Network (NEON) field work in the Northern Great Plains
- Contact private landowners and determine access for survey locations
- Collect data following established protocols
- Proof Northern Great Plains IMBCR and NEON data using established protocols and assist in the completion of other deliverables for the IMBCR program
- Serve as the primary contact for landowners and local project partners

Other Duties:

- Other duties as assigned

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

- At least one season managing a field crew preferred
- At least one season conducting IMBCR point counts preferred
- First aid certification preferred
- Demonstrated experience with multi species point counts
- One full year experience in ecological fieldwork
- Ability to identify avian species of the Northern Great Plains by sight and sound
- Ability to effectively supervise seasonal personnel

- Demonstrated experience with private landowner communication
- Excellent written, verbal, and interpersonal communication skills
- Ability to maintain a positive disposition in challenging conditions
- Ability to travel to multiple locations in a single day
- Ability to camp and live out of a vehicle for ~ 3 months
- Capable of driving on rough roads, dealing with mud, navigating around cattle and barbed-wire fencing
- Experience camping, long-distance hiking, and navigating in the backcountry
- Driver's license, proof of insurance, and experience driving 4WD vehicles

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
- Work will begin before dawn, 5-6 days a week, sometimes in extreme weather conditions
- Able to work independently in remote locations where hazardous wildlife and conditions may be present
- Some overnight solo backpacking trips may be required
- May include lifting up to forty (40) pounds of project gear on a frequent basis. Proper lifting techniques required.
- Able to stand, walk and hike in difficult terrain for extended periods of time outside in any weather carrying a forty (40) pound pack
- Work in standard office setting, following COVID-19 safety requirements, with considerable sitting, standing and viewing of computer

Material and Equipment Directly Used:

- Standard field equipment (e.g. GPS unit, compass, first aid kit, binoculars, rangefinder)
- 4-wheel drive vehicle
- Standard camping equipment (e.g. tent, backpack, sleeping bag, sleeping pad, camp stove).
- Standard office equipment (e.g. laptop, printers); PC with MS Office software applications.

Housing

Bird Conservancy of the Rockies will provide reimbursement for work related lodging fees including camping fees and hotel fees. Most nights will involve dispersed camping on public lands.

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:

Upload your cover letter, resume, and three references as a single PDF document named "Last Name First Name IMBCR Technician" at this form: <https://wkf.ms/3PFoE8k>. Please include in your cover letter how you meet the qualifications (especially bird ID and leadership) and why you're interested in the position. Applications will be reviewed as they are received and positions will be filled as suitable applicants are found. If you have questions, email IMBCRhring@birdconservancy.org.