



Bringing back the birds

American Bird Conservancy Conservation Specialist

Position Summary:

Title: Northern Plains Conservation Specialist
Supervisor: ABC's Northern Plains Conservation Coordinator
Location: Broadus, MT

Submission Deadline: September 14, 2018

This position will work closely with landowners and land managers to implement land stewardship activities in southeast Montana that **enhance habitat for grassland birds while maintaining sustainable land use**. The position is responsible for delivering conservation technical assistance and conservation cost-share programs of the Natural Resources Conservation Service (NRCS) that are of mutual interest to American Bird Conservancy and NRCS. The position will improve and enhance education and outreach regarding conservation affecting grasslands birds.

This position is part of a collaborative effort among American Bird Conservancy and the USDA Natural Resources Conservation Service. This position will be an employee of ABC, supervised by ABC's Northern Plains Conservation Coordinator, and with daily instruction and leadership provided by the NRCS District Conservationist. The position will be based in the Broadus, Montana NRCS office.

Primary Duties:

- Provide conservation technical assistance (range conservation, grassland bird and wildlife focus) and develop conservation plans and or contracts to address wildlife habitat (grassland bird focus).
- Communicate program requirements, complete site visits to determine eligibility, and develop contracts/plans for applicants enrolling in USDA Farm Bill conservation programs and other partner conservation programs for the protection, restoration and enhancement of grassland bird and wildlife habitat.
- Conduct site visits with the landowner and field office (FO) to provide technical guidance on developing conservation plans that address wildlife resource concerns (grassland bird focus).
- Provide wildlife technical guidance to landowners and FO on non-wildlife projects
- Facilitate partnerships to leverage additional conservation funding (e.g. Montana Fish, Wildlife, and Parks; USFWS Partners for Fish and Wildlife; NGO's etc.)
- Provide conservation plan monitoring and follow-up on wildlife projects as needed/required.
- Work alongside NRCS and other partners to leverage NGO habitat funds to enhance/restore grassland bird habitat.
- Conduct bird road surveys. These transects traverse multiple habitats and ownerships, and help provide an index of curlew abundance, as well as a list of other grassland species inhabiting these areas.
- Provide outreach and education through workshops and other venues.
- Promote collaboration amongst multiple entities.



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- Assist in the development of native bird habitat related education and outreach materials and events.
- Develop and sustain cooperative working relationships with landowners, conservation groups, conservation districts, public agencies, and other resource professionals.
- Develop technical proficiency in partner programs, such as Customer ToolKit and Pro Tracts.
- Actively participate in community, outreach, and conservation events and work with partners to influence sustainable grasslands management efforts.
- Function as a partner position – representing the missions of ABC and NRCS.
- Perform other related duties as assigned.

Position Requirements:

- A general qualification guideline for this position is a Bachelor of Science Degree in Range and/or Wildlife Management, Wildlife Ecology, or closely related field in Natural Resource Management.
- Any combination of education, training and/or experience that will enable the applicant to possess the required knowledge, skills and abilities. **If substituting education for relevant experience, academic transcripts reflecting degree conferred will be required.**
- Knowledge of USDA Farm Bill programs or ability and willingness to learn. Experience with of NRCS's 9-Step Conservation Planning Process beneficial.
- Demonstrate understanding of ecological and environmental principles required for management of natural resources for multiple-uses, including (but not limited to) wildlife habitat, livestock, water management, ecosystem services. For example, knowledge or experience in range science, grazing systems, agricultural landscapes, wildlife ecology, Northern Great Plains ecology, wetland and grassland management including the ability to utilize various habitat management tools in the development of management plans.
- Ability to identify or have the ability/willingness to learn to identify Montana flora and fauna, including grassland birds.
- Experience working with private landowners as well as partners (NRCS, state wildlife agencies, Conservation Districts, NGOs, etc.).
- Demonstrate the ability to effectively communicate (both written and orally) with both scientific and non-scientific audiences.
- Proficient computer skills are required and applicant should have experience with Microsoft Outlook, Word, Excel, and PowerPoint.
- Demonstrate an understanding of the professional and ethical responsibility that is imperative when collaborating with landowners and partners.
- Ability to work with diverse clientele as a team member and independently with little supervision.
- Ability to use a GPS and GIS mapping software. Experience in ArcMap and Toolkit would be beneficial.
- Occasional use of personal vehicle required (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance.
- Possess a valid state Driver's License.
- Willing and able to travel on a regular basis, year round, and occasionally overnight.
- Willing and able to conduct bird surveys which typically start before sunrise. Position will need to provide their own binoculars.



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- Willing and able to work a varying schedule to accommodate landowner meetings, outreach events, partner meetings, etc. Most of the work will be during standard work hours but some nights and weekends will be necessary as well.
- Willing and able to perform administrative work in a controlled environment/office setting for a seven- to eight- hour workday.
- Physical ability to: stand and walk for extended periods of time over rough terrain; lift and move material weighing up to 50 pounds; work in all types of weather conditions in remote locations and associated wildlands hazards and often alone.

Salary and Term of Employment:

- Commensurate with experience, up to \$45,000/year plus benefits
- 16-month position (September 2018 – December 2019) with a possibility of extension

Benefits:

- Benefits include medical, dental, and 403(b) plan.
- Paid vacation days (15), holidays (10+), and sick leave.

To Apply:

Applicants should submit a cover letter and resume to Merrie Morrison, VP of Operations as soon as possible. **If substituting education for relevant experience, applicants should also submit academic transcripts which reflect the degree conferred.** To ensure full consideration for this position, all application materials should be received by **September 14, 2018**; however, the position will remain open until filled.

Please apply online at BambooHR.com: <https://abcbirds.bamboohr.com/jobs/view.php?id=31>

- If submitting transcripts, please submit resume and transcript as one document under the Resume tab.

If you have trouble, please send your cover letter, resume, and transcripts (if relevant) as one document to HR@abcbirds.org

If selected for an interview, a minimum of three professional references will be required from the candidate

No phone calls please.