Job ID: 51223 - Wildlife Action Plan Biometrician - Research Analysis Spec Sr

Location: St. Paul
Full/Part Time:
Regular/Tempory:

Job Class: Research Analysis Specialist Senior

Working Title: Wildlife Action Plan Biometrician

- **Who May Apply**: Open to all qualified job seekers
- **Date Posted**: 12/29/2021
- **Closing Date**: 01/18/2022
- **Hiring Agency/Seniority Unit**: Department of Natural Resources
- **Division/Unit**: Ecological and Water Resources
- **Work Shift/Work Hours**: Day Shift
- **Days of Work**: Monday - Friday
- **Travel Required**: No
- **Salary Range:** $28.25 - $41.63/hourly; $58,986 - $86,923/annually
- **Classified Status**: Unclassified
- **Bargaining Unit/Union**: 214 - MAPE/Professional
- **Work Location**: St. Paul
- **Anticipated End Date**: 3 years from start date
- **Employment Condition:** Limited, Full Time
- **FLSA Status:** Exempt
- Connect 700 Program Eligible: No

Job Summary

This position has teleworking opportunities which is subject to change.

This position exists to provide high-level technical research, monitoring, and survey project design and data analysis expertise to the Division of Ecological and Water Resources (EWR) Nongame Wildlife Program (NWP). The work supports the conservation of Minnesota Species in Greatest Conservation Need (SGCN) as outlined in Minnesota's Wildlife Action Plan 2015-2025.

Duties Include:

- Analyze existing data (internal or external to DNR) to determine more about species' trends and likelihood of persistence over time. Identify for which SGCN species current data are sufficient to track trends in distribution and/or population levels. Work will initiate on birds and cycle through other major taxonomic groups.

- Work with staff to design research frameworks and propose studies to answer questions about SGCN responses to habitat changes due to restoration, management actions, and climate change. The objective is to determine best habitat management practices to positively influence SGCN populations in the context of a changing environment. The work will inform larger scale future efforts for SGCNs, such as projects outlined in future grant proposals.

- Advise and assist biologists seeking statistical advice. Advise on projects such as: sampling plans for surveys, monitoring, and research of SGCN species; research design to test important hypotheses; methodology to estimate population parameters with adequate precision; and use of techniques such as power analyses to optimize investment in future data collection.

- Keep up-to-date on innovations in research, statistical modeling, population modelling, spatial analysis, and special techniques (such as environmental DNA) so that best practices may be applied in existing and future efforts.

- Collaborate with other team members to effectively implement strategies and actions outlined in the Wildlife Action Plan and associated Nongame Wildlife Program planning documents. Within the team, take the lead for study design and statistical analysis. As appropriate, contribute to and/or lead writing of peer-reviewed publications.

Minimum Qualifications

- Bachelor's degree wildlife, biology, ecology, biometrics/statistics, or closely related field.

- 3 years of professional experience in scientific, experimental, research, monitoring, and survey techniques pertaining to natural resource conservation and management (post-undergraduate academic experience may be considered).

- Advanced knowledge of statistical methods and analysis for assessing trends and habitat relationships as well as for developing and refining research, monitoring, and survey projects. Parametric and non-parametric analyses of animal population trend and habitat data is an example of advanced knowledge.

- Experience in statistical analysis software and programming languages, such as JMP, SPSS, R, Python.

- Experience with spatial statistics and spatial software, (ESRI GIS or equivalent).

- Understanding of and ability to work in data management systems such as Microsoft Access, Oracle, and SQL databases.

- Experience working with wildlife and habitat practitioners to apply statistics to inform adaptive management.

- Strong teamwork and communication skills to enable successful collaborations with a variety of partners.

- Project management skills to ensure that projects are completed in a timely way, and contracts and service level agreements are fulfilled; leadership skills and abilities to work collaboratively with other scientists and lead technical working groups.

Preferred Qualifications

- Advanced degree wildlife, biology, ecology, biometrics/statistics, or closely related field.

- 3 years of experience in statistical analysis software and programming languages, such as JMP, SPSS, R, Python.

- 3 peer-reviewed publications of statistical analysis of wildlife and/or ecological data, including trend and habitat analyses. Relevant statistical methods papers will be considered.

- Experience working with 'big data' such as large nationally available datasets.

- Demonstrated ability to communicate advanced statistical topics to lay audiences and assist colleagues in interpreting complex analysis and results.

- Demonstrated ability and experience in collaborating with other scientists by designing studies and providing advice on study design.

- Basic knowledge of project or grant-level budgeting, billing and contracting

- Successful participation of the State of Minnesota Star of the North Fellowship program.

Physical Requirements

Very Light Work - occasionally lifting and/or carrying such articles as file folders, ledgers, and small tools. Although a sedentary job is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties.

Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

- Employment Reference Check
- SEMA4 Records Check
- Criminal History Check
- Education/license verification

Why Work For Us

Our goal as an employer is to actively recruit, welcome and support a workforce, which is diverse and inclusive of people who are underrepresented in the development of State of Minnesota policies, programs and practices, so that we can support the success and growth of

all people.

We are proud to operate within a Culture of Respect that provides a healthy, safe, and productive work environment for all employees. This means that our employees are respectful to one another and to our customers. We believe that promoting a Culture of Respect allows our employees to do their best work in support of the agency's mission.

GREAT BENEFITS PACKAGE! The State of Minnesota offers a comprehensive benefits package including low cost medical and dental insurance, employer paid life insurance, short and long term disability, pre-tax flexible spending accounts, retirement plan, tax-deferred compensation, generous vacation and sick leave, and 11 paid holidays each year.

Our differences make us stronger and leveraging them helps us create a workforce where everyone can thrive. The State of Minnesota is an equal opportunity employer. We are committed to embedding diversity, equity, inclusion, and accessibility at our workplace. We do this by developing strong leaders and advocates, increasing cultural competence and understanding among all employees, and removing institutional barriers and attitudes that prevent employees from advancing as far as their talents will take them. We prohibit discrimination and harassment of any kind based on race, color, creed, religion, national origin, sex (including pregnancy, childbirth and related medical conditions), marital status, familial status, receipt of public assistance, membership or activity in a local human rights commission, disability, genetic information, sexual orientation, gender expression, gender identity, or age.

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the job information line at 651-259-3637.

For additional information about the application process, go to http://www.mn.gov/careers.

Contact

If you have questions about the position, contact Cynthia Osmundson at cynthia. osmundson@state.mn.us or 651/259-5119.

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