



EMPLOYMENT OPPORTUNITY

Full-time Wildlife Biologist (Avian Emphasis)

Central & Eastern Montana

Position Open Until Filled – Employment Beginning Winter/Spring 2023

Catena Consulting (Catena), an environmental consulting firm based in Billings, Montana, is currently seeking a candidate for employment as a full-time field biologist (remote). Near-term projects will include preconstruction studies for wind energy projects (avian focus), solar projects and mining projects in central and eastern Montana. A preliminary job description follows. Final job descriptions and duties will be tailored to the selected applicant's qualifications, experience, skillset and location.

- **Full-time Field Biologist (Avian Emphasis):** Primary responsibilities include conducting avian use surveys, passerine (point count) surveys, raptor nest inventory/monitoring and grouse lek surveys. Over the course of the year, investigations of other terrestrial wildlife are also conducted, with emphasis on species of concern. Catena's work is year-round (4 seasons, 12 months), with seasonal peaks coinciding with raptor nesting periods, grouse lekking, and spring breeding bird activity (typically March to June). Vehicle, ATV, and hiking surveys are most common, but surveys may also be conducted via aircraft (fixed-wing or helicopter) or snowmobile. Work locations are remote (rural) and field work is typically conducted during 4-7 day work periods with overnight stays in towns nearest to the projects. Field work days are typically 10-12+ hours. Overtime is likely, especially during the spring field season.

The job descriptions and terms of employment are flexible. Selection will depend on the knowledge, experience, interests and availability of applicants. Catena adjusts staffing and assigned responsibilities to satisfy our clients' needs and to pursue new opportunities suited to our employees. Applicants currently only available part-time, but with interest to expand to full-time employment in the near-term are encouraged to apply.

Compensation is highly competitive (\$27-35+ hourly) and negotiable and depends on the applicants' qualifications, availability and work to be performed. While avian survey experience is the focus, applicants with field coordination experience (supervisory), having skills/experience conducting aquatic monitoring or wetland surveys and/or having strong GIS skills will be eligible for more responsibilities and higher compensation. Field biologists are paid 1.5x for work over 40-hours per week (Saturday to Friday work week). Hotel costs are reimbursed, personal vehicle mileage is paid at federal rate and a separate per diem is paid to assist with meal costs.

Minimum Requirements

While there is flexibility in the job description and terms of employment, any successful candidate must meet the following minimum requirements:

- Undergraduate degree in relevant field or experience conducting avian surveys.
- Skilled and experienced at identifying avian species in-flight, particularly raptors. Experience with western US passerine identification by sight and sound is preferred, but not required.
- Able to work very long days independently in the field in inclement conditions.
- Able to lift 50 lbs.



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- Able to hike and carry a day pack with personal supplies and gear, as needed.
- Strong attention to detail.
- Able to follow written instructions.
- Able to work independently and be a “self-starter”. Independent remote work (home office and field) is expected.
- Excellent written and verbal communication skills.
- Clean driving record and ability to operate a 4-wheel drive vehicle.
- Familiar with Microsoft Windows OS and Office software (Word, Access, Excel).
- Able to operate and navigate with topographic maps and a GPS unit.
- Home office, or ability to work from home.
- Ability to operate and maintain ATV/OHV is a plus.

Familiarity with geographic data and related software (e.g., ArcGIS) is a plus for all positions but is not required.

See application requirements on the next page.

About Catena

Catena is a small Montana firm with most clients involved in the renewable energy industry (wind and solar power), and the mining industry (coal, limestone, phosphate). Our staff members hold part-time and full-time positions with technical expertise in wildlife ecology, wetland ecology, soil science, reclamation, surface and groundwater monitoring, archaeology and sociology. Employees work remotely (home office) when not in the field. Our biological services primarily relate to performing field studies (monitoring and reporting), preparing environmental permit applications, and conducting due diligence investigations.

For more information, please visit our website at www.catenac consulting.com or contact us directly at jobs@catenac consulting.com or 406-545-3075.



APPLICATION REQUIREMENTS

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Interested persons should submit the following information to jobs@catenaconsulting.com with the subject line “**Catena Employment**” as soon as possible. This position is open until filled and applications will be reviewed as they are received.

1. Cover letter (**max 2 pages**). Professional letter, attached to an email not just an email. Include the following:
 - Position you are seeking (part-time vs full-time field biologist).
 - If seeking a part-time position, let us know your expected availability in terms of consecutive days available per month (e.g., two three-day periods per month; every other weekend; one full week per month).
 - Your current circumstances (student, grad student, unemployed, other).
 - Personal and professional interests.
 - Who are you? Help us get to know your personal background and values.
 - City of current residence and availability to move (e.g., to Billings), as applicable.
 - While this is a remote position, ability to travel to project locations in central and eastern Montana for field work is a requirement.
 - Candidates not currently living in or willing to relocate to Montana or northern Wyoming (very close to Montana) will not be considered.
2. Resumé (**max 2 pages**) that includes each of the following:
 - Full name and contact information
 - Education:
 - Universities
 - Degree(s), year graduated, GPA
 - Thesis topics/titles (as applicable)
 - Work History, complete for past 5 years. For each job provide:
 - Employer name and location
 - Dates of employment
 - Description of responsibilities

Note: Provide a complete history, but emphasize experience related to potential employment with Catena.
 - List skills with which you are **proficient**, examples include:
 - Software/Apps such as Word, Excel, Access, ESRI Products (ArcMap, FieldMaps), R, other statistical or mapping programs/apps.
 - Technical skills such as avian species identification or plant identification (including geographical areas of previous field work)
 - Field or other work skills such as ATV or snowmobile operation, backcountry survival, CPR, first aid, photography, and aerial surveys (fixed wing and/or helicopter).
 - Other relevant background or experience not captured above.
3. References (**1 page**)
 - **Two** professional references with knowledge of your skills. Include names, positions and contact information. For recent graduates, university staff are acceptable references.

Early application is encouraged. If you have questions prior to submitting an application, please send questions to jobs@catenaconsulting.com with the subject line “Catena Employment Questions”.