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## **American Bird Conservancy Northern Great Plains Conservation Specialist**

### **Position Summary:**

**Title:** Northern Great Plains Conservation Specialist

**Supervisor:** American Bird Conservancy's Northern Great Plains Program Manager

**Location:** Miles City, MT

**Submission Deadline:** applicant review beginning September 20, 2021; the position will remain open until filled.

This American Bird Conservancy (ABC) position will work closely with NRCS and partner land managers, and private landowners to coordinate and implement 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 ABC and NRCS. The position will improve and enhance education and outreach regarding conservation affecting grassland birds.

This position is part of a collaborative effort between American Bird Conservancy (ABC) 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 Miles City Area Office of Montana NRCS (covers 12 counties, but most work would be in Powder River, Custer, and Prairie counties of southeast Montana).

### **Primary Duties:**

- Provide conservation technical assistance to private landowners/producers (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 landowner/producer 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.
- Develop and sustain cooperative working relationships with landowners, conservation groups, conservation districts, public agencies, and other resource professionals.



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- Facilitate partnerships to leverage additional conservation funding (e.g. Montana Fish, Wildlife, and Parks; USFWS Partners for Fish and Wildlife; NGO's etc.) to enhance/restore grassland bird habitat. This would involve helping to develop grant and project proposals and helping to implement those funded.
- Provide wildlife technical guidance to landowners and NRCS offices on non-wildlife projects, when work schedule allows.
- Provide conservation plan monitoring and follow-up on wildlife projects, as needed/required.
- Conduct bird surveys for Long-billed Curlew and other target species (training provided).
- Actively participate in community outreach and education, including, but not limited to online and in-person workshops, and conservation events.
- Assist in the development of native bird habitat related education and outreach materials and events.
- Work with partners to influence sustainable grasslands management efforts.
- Promote collaboration among multiple entities.
- Perform other related duties as assigned.

### **Qualifications:**

- A minimum qualification 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.



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- Ability to identify Montana flora and fauna and management practices that could establish, restore or enhance their habitat requirements, especially grassland birds, or have the ability/willingness to learn.
- 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.
- Some use of personal vehicle required (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance.
- Possess a valid state Driver's License (Montana license required within 3 months of residency).
- 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.
- 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.
- Authorized to work in the U.S.
- Background screening required.



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**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 BambooHR:  
<https://abcbirds.bamboohr.com/jobs/view.php?id=118>

If substituting education for relevant experience, applicants should also submit academic transcripts which reflect the degree conferred.

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

No phone calls please.

If you have trouble, please send your cover letter, resume, and transcripts (if relevant) to [HR@abcbirds.org](mailto:HR@abcbirds.org)

*We believe that a diversity of backgrounds, perspectives, and skills makes us more effective. We are committed to creating a respectful and inclusive work environment for all of our employees.*

*As an equal opportunity employer, ABC is committed to ensuring that employees and applicants for employment have equal opportunities regardless of race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, or any other factor unrelated to the requirements of the position.*