



*Bringing back the birds*

American Bird Conservancy  
Director of Migratory Bird Wintering Ground Conservation

**Position Summary:**

Title: Director of Migratory Bird Wintering Ground Conservation  
Supervisor: Vice President of Threatened Species  
Location: TBD (Flexible)

**Introduction:**

The Director of Migratory Bird Wintering Ground Conservation will be responsible for leading and coordinating projects that to secure and enhance habitat for migratory birds at wintering and stopover sites in Latin America and the Caribbean. The director must deliver conservation results, create complex conservation plans and initiatives in collaboration with others, and generate financial and public support for conservation. The director will supervise the work of one staff member – our Wintering Grounds Conservation Specialist, who is leading ABC's efforts to develop impact investment projects to deliver habitat for wintering migratory birds.

The director will need to be creative, persuasive, and think strategically and practically. The director must be able to manage, mentor, and empower others and build strong and lasting partnerships. ABC carries out its work through partnerships, so the director must be experienced in respectfully engaging a diversity of partners. We seek someone who is passionate about migratory birds, can share this passion with others to raise awareness about our work, and exhibits an entrepreneurial spirit in implementing conservation.

**Primary Duties:**

1. **Program and Partnership Leadership:** Lead ABC's work on Migratory Bird Wintering Grounds to implement grant programs, including identification and management of wintering migratory bird BirdScapes. Coordinate with ABC's regional programs in the USA and Canada, such that wintering ground work complements breeding ground activities to deliver full life-cycle conservation for migratory populations; and coordinate with members of ABC's International Division on projects benefiting or focused on migratory birds occurring outside of the US. Represent ABC's migratory bird interests among other alliances and strategic relations that benefit migratory birds through active participation in meetings, working groups or committees. Actively seek new partnerships and perspectives to inform our work.
2. **Project Management:** Develop and implement projects that contribute to ABC's overall strategic framework and annual plan by working directly with ABC's partners in Latin America and the Caribbean.
3. **Science:** Help ABC bring science to action. Implement projects and facilitate research to fill vital information gaps on species distribution and threats for conservation planning. Evaluate migratory bird response to implementation of conservation actions at project and landscape



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scales. Previous examples include providing monitoring protocols to measure migratory bird response to land management practices.

4. **Communications Outreach:** Liaise with ABC's Communications division to develop media content around relatable science, new discoveries, and ABC projects related to migratory birds on their wintering grounds and stopover sites in Latin America and the Caribbean.
5. **Annual & Financial Planning:** Set goals and objectives for the Migratory Bird Wintering Grounds team for ABC Annual Plan and translating these into more detailed workplans for team members, as well as into annual budgets.
6. **Fundraising:** Communicate with donors and potential donors to explain our strategies for conserving migratory birds and selling our programs. Work with ABC's Development team to cultivate donors (individuals, foundations, government agencies), identify potential donors and grant opportunities for unfunded activities, and apply for funding to maintain and expand the program's activities.

#### **Position Requirements:**

1. Proficiency in Spanish is required. Portuguese and/or French a plus.
2. At least five years of responsibility and experience in conservation or related wildlife management. Excellent background and understanding of conservation practices and trade-offs. Passion for birds preferred.
3. Supervisory management experience preferred.
4. Demonstrated ability to translate strategic, visionary ideas into functioning, successful programs and initiatives.
5. Experience in working with partnerships, networks, or alliances. Demonstrated success in working with a wide variety of people and partner institutions, and in cross-cultural situations.
6. Strong organizational and administrative skills.
7. Ability to meet deadlines and exceed expectations.
8. Excellent oral and written communications skills.
9. Able to travel, sometimes to remote locations in the United States, Latin America and the Caribbean.
10. Highly committed to conservation and to ABC's conservation mission (see [www.abcbirds.org](http://www.abcbirds.org)).
11. Authorized to work in the U.S.
12. Background screening required.

#### **To Apply:**

**Please apply online at BambooHR:** <https://abcbirds.bamboohr.com/jobs/view.php?id=112>

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

*At American Bird Conservancy, 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.*