



Bringing back the birds

American Bird Conservancy

Title: Forester

Location(s): Grand Rapids, MN

Reports to: Minnesota Private Lands Forester

Term: Renewed annually based on funding availability.

Application Submission Deadline: August 13, 2021

Introduction:

American Bird Conservancy (ABC) is the Western Hemisphere's bird conservation specialist. ABC is the only organization with a single and steadfast commitment to achieving conservation results for birds and their habitats throughout the Americas. We are currently looking for a motivated, self-starting and detail-oriented individual with forestry and wildlife habitat project management experience to join our Great Lakes team in northern Minnesota.

This position will primarily work with private forest landowners, Natural Resources Conservation Service (NRCS), and other local partners in the region to implement best management practices (BMPs) on non-industrial private lands for focal bird species. The Forester will work with project partners to identify focal species that best represent the needs of various forest types in ABC's project areas in MN.

The Forester will design and implement habitat management prescriptions for target focal species by working directly with NRCS and other collaborative partners. The Forester will also assist ABC in developing and coordinating additional bird conservation initiatives to expand ABC's presence in the region. This will include, but is not limited to assisting with ABC partnership projects on public lands, promoting ABC and its various programs and assisting with grant preparation and reporting.

Primary Duties:

The Forester's main duties will be targeted within the identified focal areas in the northern Minnesota. Specific duties include:

- Identify and communicate with landowners and natural resource managers within designated focal regions to implement bird conservation activities.
- Conduct field visits on private lands to evaluate property for possible treatment using focal species BMPs.
- Provide technical assistance to private landowners to facilitate the NRCS cost-share application and contracting process and develop site-specific conservation plans in accordance with NRCS practice standards and focal species BMPs.



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- Identify consulting foresters and/or loggers to complete projects that require timber sales. Also, work closely with Forestry Assistance Program (FAP) foresters to refer projects to the private sector when necessary.
- Identify and delineate project areas for non-commercial treatments such as tag alder or young aspen shearing. Identify and communicate with contractors capable of completing these treatments to continue developing a growing referral list to provide to landowners.
- Certify project completion via site visits, GPS tracking and photo documentation to provide NRCS District Conservationists with GIS shapefiles and visual evidence to complete contracts and cost-share.
- Provide outreach, education and technical assistance to private landowners; technical service providers (TSP's); local, state and federal agency staff on habitat BMPs through workshops, trainings, meetings, etc.
- Monitor and track project activities using an electronic database and GIS to ensure proper reporting for assessing success, and assist with focal species monitoring pre and post treatment.
- Support ongoing research and monitoring activities including, but not limited to, obtaining landowner permission to conduct site surveys, conducting vegetation and wildlife surveys, placing monitoring equipment (i.e. acoustical monitoring units), retrieving data and monitoring equipment and coordinating monitoring activities with researchers.
- Develop strong relationships with non-profit, agency, local government and industry partners to expand collaborative conservation opportunities that advance bird conservation strategies.

Position Requirements:

- Associates degree or higher in forestry, (or wildlife management or environmental sciences, with an emphasis on forest management,) is required. A deep understanding of forest stand improvement and management, wildlife management, and bird conservation and monitoring desired.
- Professional knowledge and skills to assess, devise, and apply silvicultural strategies for forest management to meet desired wildlife habitat and conservation objectives. Experience developing and implementing site-specific forest management plans/practices and the ability to utilize forest inventory tools/inventory protocols.
- Applicant must be prepared to spend time away from home. Travel will be concentrated within northern Minnesota with occasional travel outside the region. ABC will reimburse travel expenses.
- Experience working with private landowners as well as public agencies (NRCS, DNR, USFWS, etc.) with knowledge of landowner incentive programs, including NRCS landowner cost-share programs such as EQIP preferred.



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- A general knowledge of environment laws, regulations and policies to ensure legal standards are met during habitat project development and implementation activities.
- Proven ability to manage multiple projects, produce effective results and meet project and program deadlines. Proven ability to be self-motivated, responsible and solve problems.
- Ability to use programs such as ArcGIS, Google Maps and Web Soil Survey to identify and delineate project boundaries, as well as Microsoft Excel and other database management tools to organize project and program information.
- Networking and communication skills, including project management experience and leadership skills. Applicant should be a team player and also work well independently.
- Willing and able to work in physically challenging environment under adverse conditions. ABC provides field equipment such as a GPS unit, snowshoes, cruising vest, prism, flagging tape, forestry paint, etc.
- Forester may be required to participate in specific NRCS training programs in order to use partner facilities, vehicles and equipment.
- This position requires an unrestricted Class D Driver's License with a clear driving record.
- Background screening required.
- Authorized to work in the U.S

Benefits:

- Benefits include medical, medical flex, and 403(b) plan.
- Paid vacation days (15), holidays (10+), and sick leave.
- Forestry equipment/office expenses covered.
- Pre-approved professional training and workshop expenses covered.
- Lodging and meals covered for work related travel.
- Rental vehicle or personal mileage reimbursement, if partner vehicles are unavailable.

To Apply:

Please apply online at Bamboo HR:

<https://abcbirds.bamboohr.com/jobs/view.php?id=111>

If you have trouble submitting an application, please send your cover letter and resume as one document to 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.