



American Bird Conservancy Invasive Species Strike Team Coordinator

Position Summary:

Title: Invasive Species Strike Team Coordinator
Supervisor: Great Lakes Public Lands Director
Location: Big Stone National Wildlife Refuge - Odessa, MN
Job Type: Full-time
Salary: \$53,000

Submission Deadline: August, 2, 2024

Introduction:

American Bird Conservancy (ABC)'s mission is to conserve wild birds and their habitats throughout the Americas. With an emphasis on achieving results and working in diverse partnerships, we take on the greatest problems facing birds today to implement full life-cycle conservation initiatives to halt extinctions, protect habitats, eliminate threats and build capacity for bird conservation. Our work is guided by our principles, which include a commitment to Justice, Equity, Diversity, and Inclusion (JEDI).

ABC is looking for a motivated, detail-oriented individual with prairie, grassland, and wildlife habitat project and program management experience. This position will be employed by ABC and will function as an integral member of ABC Great Lakes Team and work in partnership with the U.S. Fish and Wildlife Service (USFWS) Big Stone National Wildlife Refuge (NWR).

The Invasive Species Strike Team Coordinator (Coordinator) will oversee invasive species monitoring and control on USFWS owned properties across multiple Wetland Management Districts, with an emphasis on remnant prairies. The Coordinator will be housed at Big Stone NWR in Odessa, MN and supervise seasonal field crews operating across multiple counties.

Vegetative monitoring will include site assessments, vegetative species identification and data collection, and entry into the USFWS's management actions database to facilitate invasive species project prioritization and programmatic reporting. Annual reports will be comprised of acres monitored, treatment type, and a summary of current and future threats from invasive species within and near USFWS lands.

Primary Duties:

- Coordinate and oversee the planning and implementation of a comprehensive invasive species monitoring and mitigation program on federally owned lands.
- Prioritize, plan, schedule, and implement invasive species control projects that utilize manual, mechanical, and/or chemical control methods while limiting impacts to other natural resources.

P.O. Box 249, The Plains, VA 20198 (regular, registered, or certified mail)
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- Monitor and track project and programmatic activities using a variety of database management software and GIS applications for assessing success, and to assist with invasive species management and monitoring.
- Maintain a pesticide applicators license and other equipment certifications to operate ATV/UTVs, brush saws, chainsaws and other equipment to physically implement invasive species control treatments.
- Coordinator will train and supervise seasonal field crews to complete invasive species control projects. This will include training crews in proper field equipment usage techniques (E.g. species identification, chemical application, brush saw operation, four-wheel drive operation, trailering, etc.) and safety protocols to implement habitat enhancement projects over a large geographic area.
- Lead and/or support the development of invasive species management programs on federally managed lands, including engaging in collaborative partnerships, identifying funding opportunities, completing program reporting, and database management.
- Work with ABC and USFWS staff to develop management plans, write project contracts, and design budgets or grant proposals that support additional habitat projects on or immediately adjacent to USFWS lands.
- Provide project coordination and contractor oversight for a range of invasive species control and habitat projects.
- Engage in long-term planning for implementation of invasive species control and habitat projects in future field seasons and determine site prioritization, as well as project timeline and logistical planning. This may include environmental compliance reviews and NEPA documentation.
- Complete site monitoring and data entry on federally owned lands to identify, catalogue, and map invasive species infestations, while determining potential impacts and risk assessments for native plant and wildlife communities.

Position Requirements:

- Bachelor's degree or higher in Wildlife Management, Conservation Biology, Botany, Ecology, Natural Resource Management, or a related field. A deep understanding of conservation implementation, habitat management, ornithology, prairie/grassland ecology, and wildlife biology is also preferred.
- Advanced native and invasive species identification skills in native prairie and grassland habitats.
- Supervisory experience overseeing permanent or seasonal employees and project management experience overseeing contractors.



- Advanced ability to complete many forms of technical writing, editing, and database management, including grant writing and site- or landscape-level habitat management or conservation plans.
- Ability to use multiple forms of GIS software and GPS hardware, including ESRI applications, Avenza, Google Maps/Earth, and online resources to assist design and coordination of regional and site level conservation efforts.
- Proficient in the use of Microsoft Word, PowerPoint, Excel, Publisher, and Access software, as well as additional database management applications.
- Ability to maintain a flexible work schedule, including working occasional evenings and weekends. Overtime may be compensated by flexing hours within the same pay period.
- This position requires regular travel, including overnight travel for up to a week at a time to conduct or oversee fieldwork, complete field monitoring activities, attend meetings, etc. ABC will reimburse travel expenses. Applicants are required to have an unrestricted Class D Driver's License with a clear driving record.
- Ability to operate chainsaws, brush saws, backpack sprayers, and other tools for cutting/spraying vegetation.
- Ability to work completing strenuous activity in a range of weather conditions (including high heat or near freezing temperatures) for significant periods of time, including traversing difficult or uneven terrain, while lifting and carrying heavy objects (40 lbs).

Benefits:

- Excellent benefits package includes medical, dental, flexible spending accounts, and employer-matched retirement savings, flexible schedule, etc.
- Paid vacation days (starting at 15 days annually and increasing to 20 days after 1 year of employment), paid holidays (including both US holidays and additional ABC holidays) and sick leave.
- Lodging, meals, and transportation covered for work-related travel away from home.
- Rental vehicle or personal mileage reimbursement where applicable.

To Apply:

Please apply online at [Paylocity](#).

If you have any difficulties uploading your resume and cover letter, then please send them 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.