

American Bird Conservancy

Private Lands Wildlife Biologist

Title: Private Lands Wildlife Biologist
Supervisor: Appalachian Mountains Joint Venture Coordinator
Location: Morgantown, McMechan or Middlebourne, WV
Salary: Estimated at \$ \$55,500; Based on experience

Term of Position: Approx. July 1, 2025 to December 31, 2030; extension pending additional funding

Application Deadline: June 20th 2025

Position Summary:

This is a full-time position with American Bird Conservancy (ABC). American Bird Conservancy is a fast-growing, results-focused nonprofit seeking employees with an entrepreneurial spirit and a desire to make a difference for birds and their habitats throughout the Americas. Inspired by the wonder of birds, ABC achieves lasting results for the bird species most in need while also benefiting human communities, biodiversity, and the planet's fragile climate.

American Bird Conservancy (ABC) is seeking to fill one Private Lands Wildlife Biologist position in northwestern West Virginia to work effectively with private landowners and local partners in West Virginia to implement sustainable management on private lands following ecologically based silviculture and best management practices for locally occurring priority wildlife species.

The wildlife biologist will be part of a multi-disciplinary team of biologists, foresters, soil conservationists, and others working across West Virginia to address resource concerns and enhance forests on non-industrial private forestland. This project is being coordinated by Appalachian Mountains Joint Venture (AMJV) staff, who are employees of ABC. Supervision, daily direction, training, and support will be provided by AMJV and USDA Natural Resources Conservation Service (NRCS) staff. This position and associated activities are supported with funds from NRCS and ABC.

Contact

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Address

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**8255 E. Main Street, Suites D & E,
Marshall, VA 20115**

Primary Duties:

- Work with AMJV staff, NRCS, WV Division of Forestry, WV Division of Natural Resources, and other partners to:
 1. Develop resources to help NRCS staff and Technical Service Providers plan practices to maximize wildlife objectives.
 2. Promote management for priority wildlife species identified in the WV State Wildlife Action Plan by following best management practices.
 3. Create fact sheets on the priority species or species groups that benefit from various forestry practices and how to adjust common practices to maximize benefits to these species. Priority species should include both program-specific target species {e.g. Cerulean Warbler} and other species of wildlife (not limited to birds).
 4. Work with NRCS staff to implement conservation practices and the delivery of Farm Bill programs with wildlife conservation objectives, including field investigations, site surveys, practice analysis and design, layout, and inspection of conservation practice implementation.
 5. Provide training, technical field assistance, and technical tools to both NRCS field staff as well as producers.
 6. Assist NRCS field staff with developing outreach materials, conducting site surveys, practice analysis and design, and other aspects of conservation practice implementation.
 7. Identify and directly contact private landowners with forest management opportunities.
 8. Work with NRCS staff to facilitate private landowner enrollment in NRCS programs.
 9. Identify additional landowners and future sites for forest implementation or habitat restoration on private lands.
 10. Complete all aspects to facilitate habitat management including:
 - Collect and use data to prepare the following preparation documents:
 - a. Conduct resource inventory using industry software as needed
 - b. Practice implementation requirements
 - c. Evaluate potential impacts to soil, water, plants, animals, air, and other special environmental concerns (e.g., cultural resources, invasive species, threatened and endangered species)
 - Layout and mark boundaries of project area(s) and roads using GPS unit, then use collected data to produce necessary maps using computer programs.
 - Layout the prescription through activities such as timber marking, identifying sensitive resources, etc.
 - Meet with prospective contractors to tour the project area(s).
 - Oversee the project implementation to ensure prescriptions are followed



Other duties will include:

- Promote forest management following the Cerulean Warbler Forest Management Guidelines to private landowners, foresters and wildlife habitat practitioners
- Monitor and track project activities using an electronic database and GIS to ensure proper reporting for assessing success, and possibly assist with focal species monitoring pre- and post-treatment.
- Assist resource professionals with development of site-specific forest and grassland management plans according to NRCS practice standards and focal species' best management practices.
- Complete trainings to pursue NRCS conservation planner certification and job approval authority.
- Participate in relevant partner meetings at the state or regional level.
- Complete any NRCS required trainings to maintain access to NRCS systems.
- Write and submit quarterly and annual reports to AMJV and ABC.

Position Requirements:

- Graduation from an associate's degree program in forestry (e.g., forest management, urban forestry, forest science, agroforestry), wildlife (wildlife conservation, wildlife management, wildlife science) or similar conservation-related field, and two years of technical forestry and/or wildlife management experience;
- or graduation from a bachelor's or master's degree program in forestry (e.g., forest management, urban forestry, forest science, agroforestry), wildlife (wildlife conservation, wildlife management, wildlife science) or similar conservation-related field.
- Authorized to work in the US or Permanent Resident
- Background screening required

Required Experience:

- Accurately identify tree species across age classes (i.e., sapling to mature) and seasons (winter, summer, etc.).
- A valid driver's license and experience navigating a vehicle on unpaved roads or in off-road conditions.
- Knowledge of NRCS landowner cost-share programs, especially EQIP.
- Experience working with private landowners as well as public agencies (ex. NRCS, WV DNR, USFWS, USDA Forest Service)
- Knowledge of landowner incentive programs (e.g., Farm Bill).

Preferred Experience:

- Ability to use Excel, ArcMAP, Google Maps, and other computer mapping systems to identify and delineate project boundaries.



- Proven ability to manage multiple projects, produce effective results and meet deadlines. Applicant must be self-motivated, responsible and have the ability to solve problems.
- Ability to navigate in remote areas using GPS and/or maps

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.

