



American Bird Conservancy Public Lands Conservation Forester

Position Summary:

Title: Conservation Forester
Supervisor: Great Lakes Public Lands Director
Locations: Tamarac National Wildlife Refuge - Rochert, MN OR
Rice Lake National Wildlife Refuge - McGregor, MN
Job Type: Full-time
Salary: Estimated at \$58,000; based on experience

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 two motivated, detail-oriented individuals with forestry and wildlife habitat project and program management experience. These positions will be employed by ABC and will function as integral members of the ABC Great Lakes Team, while working in close partnership with the U.S. Fish and Wildlife Service (USFWS) at Tamarac or Rice Lake National Wildlife Refuge (NWR). The Coordinators will design and oversee site-level habitat projects, while advancing biologically driven, landscape-oriented, partnerships to implement science-based best management practices to mitigate population declines of at-risk bird species.

The Coordinators will work collaboratively with county, state, tribal, NGO, and federal natural resource managers to maintain, restore, and enhance forest and brushland habitats in Minnesota. In addition to creating high quality habitat for focal forest bird species, management and outreach initiatives will concentrate on promoting a diverse, dynamic mosaic of forest cover types and age classes across Minnesota forests to promote forest health and benefit a range of wildlife species.

Primary Duties:

- Work cooperatively with public and tribal lands partners in both a field and office setting to provide financial, technical, and project management assistance for all phases of forest and brushland habitat project operations.



- Conduct field visits to evaluate prospective project sites for bird habitat treatments using focal species best management practices (BMPs) and provide project coordination and contractor oversight for a range of bird conservation projects.
- Develop technical specifications, project designs, and silvicultural prescriptions to create management plans, write project contracts, and design budgets for projects to restore and enhance forest and brushland habitat for focal bird species.
- Collaborate with partners to coordinate prescribed fire treatments to benefit wildlife habitat, forest health, and native plant community composition.
- Monitor and catalogue project and programmatic activities using a variety of database management software and GIS applications to track project spending and progress towards program deliverables, while completing proper reporting protocols.
- Maintain and expand professional working relationships and collaborative opportunities with public, tribal, and NGO partners to support initiatives that advance bird conservation goals and adaptive wildlife management strategies.
- Promote site- and landscape-level management strategies for focal bird species, while developing and implementing annual and long-range goals, objectives, plans, budgets, and conservation priorities for focal areas.
- Identify funding opportunities and design and write grant proposals and cooperative agreements for bird habitat conservation with public and tribal land management partners.
- Develop presentations, educational workshops, articles, and other outreach materials to share adaptive bird habitat conservation technical guidance and program accomplishments, while supporting ABC and its various programs.
- Work with the ABC Great Lakes Team to develop and support bird conservation initiatives to identify, promote, and deliver collaborative conservation, outreach, and research programs.

Position Requirements:

- Bachelor's degree or higher in Forestry, Wildlife Management, Conservation Biology, Ecology, Natural Resource Management, or a related field. A deep understanding of conservation implementation, silviculture, habitat management, ornithology, forest ecology, and wildlife biology is also preferred.
- Preferred minimum of 5 years of experience in forestry, wildlife habitat management, or related natural resource management field.



- Professional knowledge and skills to design and implement silvicultural strategies for forest management projects to meet desired wildlife habitat conservation objectives. Experience developing and implementing forest management plans and practices at multiple scales and the ability to utilize forest inventory tools and protocols.
- Advanced ability to complete many forms of technical writing, editing, and database management, including programmatic reporting, grant writing, and site- or landscape-level habitat management and conservation plans.
- Ability to use multiple forms of GIS software and GPS hardware, including ESRI applications (such as ArcPro), 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 or between pay periods.
- These positions require 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 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.

P.O. Box 249, The Plains, VA 20198 (regular, registered, or certified mail)

8255 E. Main Street, Suites D & E, Marshall, VA 20115 (physical address; use for deliveries)

tel: **540-253-5780** | fax: **540-253-5782** | email: **info@abcbirds.org** | website: **abcbirds.org**