

American Bird Conservancy

Rangeland Monitoring Technicians (2)

Title: Rangeland Monitoring Technician

Supervisor: RGJV Science Coordinator in partnership with the OPJV GIS Coordinator

Job Type: Temporary (May 12th - August 31, 2025)

Location: Texas and Oklahoma

Salary: Monthly salary \$3,220 with field housing included

Application Deadline: May 1st; Review of applications will begin immediately and continue until the positions are filled.

Position Summary:

American Bird Conservancy and partners of the Rio Grande Joint Venture (RGJV) and Oaks and Prairies Joint Venture (OPJV) are hiring rangeland monitoring technicians to survey grassland conservation projects on private lands in south Texas, north Texas, and central Oklahoma. Projects were designed to improve grassland habitat for priority grassland birds and other wildlife by implementing management practices such as prescribed fire or brush management. Technicians will collect rangeland plant data on these sites using the Grassland Effectiveness Monitoring (GEM) protocol, which includes line-point intercept and canopy gap methods similar to Bureau of Land Management's (BLM) Assessment, Inventory, and Monitoring (AIM) strategy and the Natural Resource Conservation Service's (NRCS) National Resources Inventory (NRI). Plant identification will be an important part of this data collection, so botanical experience or dedication to botanical knowledge is sought. Technicians will follow the phenology of spring flowering seasons throughout the study area by starting in south Texas and working their way north into central Oklahoma. Successful candidates will demonstrate botanical field experience, strong verbal communication, and sound decision-making experience in the face of variable field conditions. This is an opportunity to be part of a large-scale grassland conservation effort involving partner conservation agencies and organizations in Texas and Oklahoma.

Primary Duties:

- Rangeland plant surveys following the line-point intercept method, canopy gap method, and additional measures of plant and rangeland health.
- Identification of grasses and other priority plant species.

- Respectful interaction with other technicians, partner staff, and land managers and occasional coordination with local staff and partners.
- Record keeping and timely submission of data.
- Technicians will be required to drive a personal vehicle to and from field sites.

Working Conditions:

- Candidates will be expected to start early and work 8+ hour days in the field. The work schedule will vary according to weather conditions, so candidates should be patient and flexible with their schedules. Technicians will be exposed to high temperatures, weather events such as high winds and rain, active cattle pastures, venomous snakes, cactus, chiggers, ticks. etc. Technicians should be in good physical condition and be able to hike at least two miles with a 40 lb. backpack without difficulty.
- Rental vehicles may be provided for some locations depending on the capabilities of technicians' personal vehicles and site condition. However, in most situations technicians will be expected to use personal vehicles to navigate from field housing to the job site. Mileage for personal vehicle use and meals for days worked will be reimbursed. Housing will be arranged and may include AirBnB/VRBO, trailers, camping, bunkhouses, hotels, and other forms of field housing. As such, candidates should be flexible about housing, adhere to current health advisories, and be respectful of those around them.

Position Requirements:

1. Experience using a dichotomous key to identify grasses and other plants in Texas and Oklahoma
2. Experience following scientific protocols
3. Experience with time management and problem solving
4. Experience collecting field data
5. Ability to make difficult decisions safely in the field without supervisor
6. Ability to remain calm and respectful with field partner, landowners, and biologists despite unpredictable field conditions and circumstances
7. Excellent navigational abilities
8. Ability to work independently
9. Experience with rangeland monitoring (e.g. NRCS' NRI, BLM's AIM)
10. Experience with collecting data using Survey123
11. Prior plant ID experience
12. Valid driver's license
13. Must be at least 18 years old
14. Must be willing to gain basic Red Cross CPR/First Aid Training (course attendance fees covered by employer)
15. Background screening required
16. Must be authorized to work in the U.S.; Citizen or Permanent Resident



To Apply:

Please apply online at [Paylocity](#).

Applicants must include:

- 1) A letter of interest or cover letter.
- 2) Resume
- 3) Names and contact information for three work references

If you have any difficulties uploading your resume, cover letter, and names and contact information for three work references 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.

