

**PHEASANTS FOREVER AND QUAIL FOREVER**  
*The Habitat Organization*  
***JOB VACANCY ANNOUNCEMENT***

**Farm Bill Wildlife Biologist I, II, or III**  
**1 Position**

**Nobles County, MN**

**Application Deadline: August 5, 2024**

**Anticipated Start Date: Late August/Early September 2024**

**Job Overview**

An individual in this position will work in a joint capacity with Pheasants Forever, Inc. (PF), USDA Natural Resources Conservation Service (NRCS), Soil and Water Conservation Districts (SWCDs), the Board of Water and Soil Resources (BWSR) and the Minnesota Department of Natural Resources (DNR) to promote, accelerate enrollment, coordinate, and implement the voluntary conservation provisions of the Federal Farm Bill and other related state, local and other voluntary conservation programs. Activities will include:

- Voluntary conservation program promotion
- Contract coordination
- Conservation planning
- Conservation plan modification
- Site assessments
- Reporting
- Attend Farm Bill Biologist training and assist in coordinating technical assistance efforts
- Provide technical assistance to farmers/landowners on conservation planning, habitat planning and other wildlife related practices.
- Meet with local chapters of Pheasants Forever and other local partners to influence habitat management efforts and participate in statewide meetings

This position will be based out of the USDA Service Center in Worthington, MN. The individual is an employee of Pheasants Forever, Inc. and receives supervision from Pheasants Forever with daily instruction by the local USDA-NRCS and SWCD staff. The individual will serve in providing technical assistance of biological/wildlife aspects of all USDA NRCS Conservation Programs, BWSR, SWCD and PF voluntary programs to private landowners and participants.

**Duties:**

- Help landowners identify plants and habitat on their property and guide them in improving those habitats for wildlife utilizing voluntary conservation programs from USDA NRCS, PF, BWSR and other local and state programs.
- Use science-based knowledge to improve habitat within the agricultural regions of the work area. This includes collaboration amongst staff, and being the in-house technical wildlife expert, and the go-to person for landowners within the work area who have wildlife and habitat related questions.
- Write contracts and other documents to help guide landowners in implementing voluntary conservation programs.

- Collaborate between partnering agencies to achieve habitat restoration and management goals for landowners and programs.
- Collaborate with local USDA office to promote and implement the Conservation Reserve Program (CRP).
- Assist partners with all phases of the Reinvest in MN (RIM) conservation easement program, including outreach, title work, construction, and reimbursement.
- Assist partners with outreach, contract development, and implementation of the Environmental Quality Incentive Program (EQIP).
- Perform other related duties as assigned.

**Required Knowledge Skills and Abilities:**

- Ability to communicate clearly and effectively with farmers, landowners, and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of wildlife ecology, wetland and forest management including the ability to utilize various habitat management tools in the development of management plans (e.g. mowing, prescribed burning, herbicide spraying, grazing, forestry mowing, etc..). Knowledge of agriculture is a plus.
- Knowledge of conservation and wildlife programs provided by federal, state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Knowledge of habitat requirements for pheasant, turkey, deer, waterfowl, monarch butterfly, native bees, and other grassland wildlife species.
- Excellent verbal and written communication.
- A background in GIS mapping or closely related program and skills.
- Strong organizational skills.
- Valid driver's license required; Partner vehicle will be provided for field work, but some use of personal vehicle may be required at time (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance.

**Job Expectations:**

Pheasants Forever will provide a mentor to help train the individual on program details and specifications, after which they will work independently in their designated work region. During field season, the individual will spend time in the field doing site visits on private property, evaluating habitat, making habitat recommendations, identifying plants, and meeting contractors on construction sites. Other time will be spent in the office doing data entry, writing conservation plans, creating maps, and collaborating with partner staff on current and future projects. During office time, there will also be numerous interactions with landowners via phone, email, and in-person, to give technical and program information. Outreach in the form of workshops, training events, letters, phone calls, and social media will be a year-round activity to keep the public informed on current programs offered by USDA and other agencies.

**Hear From Other Farm Bill Biologists:**

<https://www.pheasantsforever.org/getdoc/9c1d6f7b-b5b4-4559-a93d-0e576d1c3b59/The-Next-20-Years.aspx>

**Preferred Education and Experience:**

Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. Either a Bachelor of Science Degree or technical degree in Wildlife Management, Natural Resources Management, Agriculture, Forestry or closely related natural resources field. Experience in agriculture or grassland management practices is preferred. To be eligible for Farm Bill Wildlife Biologist II or III, individual must have several years' experience working with CRP and farm bill programs.

**Starting Salary:** \$43,980 to \$49,000 commensurate with experience + benefits (see benefits summary at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)).

**To Apply:** Please **COMBINE** your cover letter, resume and three (3) references as a **single document file** (Word or PDF) before clicking the blue 'Apply' button and then uploading to the "Resume" area of your application on our recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs).

For information regarding the position contact Gemma Kleinschmidt, MN Area Wildlife Biologist, at (701) 215-8386.

*Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.*