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## Pheasants Forever AND Quail Forever

*The Habitat Organization*

### *JOB VACANCY ANNOUNCEMENT*

## **Bozeman Area Senior Biologist**

**Application Deadline: 5/10/2024**

**Bozeman, MT**

**Anticipated Start Date: July 2024**

**Overview:** This position will be located in a USDA-NRCS area office and will provide conservation services for wildlife conservation within the Bozeman Area.

The incumbent will serve as a Senior Biologist at the NRCS area level, providing biological/wildlife technical assistance for USDA Natural Resources Conservation Service (NRCS), Pheasants Forever and Quail Forever Inc. (PF/QF), and other local partners. The successful applicant will deliver conservation programs like ACEP, CRP, CSP, EQIP, and other Farm Bill programs to farmers, ranchers, and other landowners primarily to provide recommendations that benefit both wildlife conservation and agriculture operations. As well as leadership, training, and support for conservation planners in implementation of conservation programs. The position will be an employee of and be supervised by Pheasants Forever, Inc. with daily instruction and leadership provided by NRCS Area Resource Conservationist. Funding is provided by the Natural Resource Conservation Service, Pheasants Forever Chapters, as well as other partners.

### **Job Duties:**

- Design and implement common conservation practices related to fish and wildlife resources needs to adequately assist producers in applying any vegetative or structural conservation practices required in their conservation plans or contracts.
- Provides leadership and training in assessing environmental concerns and the review of environmental considerations.
- Coordinates NRCS biology and compliance related activities with other federal, state, and local agencies
- Provides technical support in planning and applying conservation practices to protect and improve ground and surface water quality.
- Provides leadership and training related to planning and implementation of Farm Bill programs including EQIP, CSP, ACEP, and CRP
- Provide technical assistance (wildlife habitat focus) and guidance to landowners, government agencies, non-government organizations and others (training will be provided by the NRCS, PF/QF, and other organizations).

- Coordinate the implementation and application of wildlife habitat within conservation programs in cooperation with NRCS District Conservationist, and others.
  - Develop conservation plans, complete job sheets, wildlife habitat evaluation guides, environmental evaluations, complete contracts, applications, and other required documentation for conservation programs offered through the NRCS Conservation Programs, and other conservation programs.
  - Communicate program requirements, complete site visits to determine eligibility, and develop plans and contracts for applicants enrolling in NRCS Conservation Programs or other state and local conservation programs.
  - Seek funding opportunities from new partners to leverage NRCS financial assistance programs.
  - Perform other related duties as assigned.
  - Independently conduct natural resource surveys
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- Independently develop components of conservation plans
  - Assists with content-based outreach creation and delivery on social media, websites, blogs, magazines, and other avenues to increase story telling about the Montana Upland Experience.
  - Coordinates the development and organization of habitat tours, demonstration area tours, landowner workshops.
  - Provides leadership to other members of the Pheasants Forever team.
  - Ensures that project reporting by MT staff is occurring and completed in a timely manner and assists the State Coordinator in development of quarterly and annual reports.
  - Proposes and seeks innovative ways to further wildlife conservation and partnerships in the state of MT.
  - Stays up to date on new scientific publications about wildlife research and other scientific findings relevant to delivering landscape scale conservation. Disseminates findings to colleagues with recommendations on how to incorporate into daily activities.
  - Represents Pheasants Forever at habitat-related professional and partnership meetings as assigned.
  - Assists with the identification, development, and mentoring of MT staff with training needs for new and existing farm bill wildlife biologists including the coordination of job shadowing opportunities.

**Required Knowledge Skills and Abilities:**

- Ability to communicate clearly and effectively with landowners and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of wildlife ecology, wetland and grassland management including the ability to utilize various habitat management tools and techniques in the development of management plans.
- Knowledge of conservation and wildlife programs provided through USDA Conservation Programs, Montana state agencies, and other conservation partners. In addition, knowledge of how these programs are implemented in an agricultural and range landscape is desired.
- Knowledge of conservation and wildlife programs provided by Federal (i.e. Farm Bill, US Fish and Wildlife Service), State agencies and PF. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.

- Ability to apply and use GIS tools (i.e. GPS, ARC Map, etc.).
- Excellent verbal and written communication skills.
- Strong organizational skills.
- Valid driver's license required; work vehicle provided; some use of personal vehicle required (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance.

**Training and Experience Guideline:** Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. A general qualification guideline for this position is a Bachelor of Science Degree in Wildlife Management or closely related natural resources field and/or related field experience. Experience working with private land habitat planning is highly desirable.

**Salary Range:** Up to \$55,000-\$60,000 + Benefits (see benefit summary attached or on our Careers page at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) )

**To Apply:** Please combine your cover letter, resume and 3 references as a single Word document or PDF file before clicking on the blue APPLY button at the bottom or upper right corner and uploading to the "Resume" area of your application. For a complete list of job openings visit the recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) .

*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.*