

Job Type

Full-time

Description

Title: Great Lakes Public Lands Manager

Supervisor: Great Lakes Regional Director

Location: TBD; Must be located within ABC's Great Lakes Region

Salary: Estimated at \$89,000*; Based on experience

Application Deadline: November 15, 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 the Western Hemisphere's bird conservation specialist. ABC is the only organization with a single and steadfast commitment to achieving conservation results for birds and their habitats throughout the Americas. With an emphasis on achieving results and working in partnership, we take on the greatest problems facing birds today, innovating and building on rapid advancements in science to halt extinctions, protect habitats, eliminate threats and build capacity for bird conservation. We are currently looking for a motivated, self-starting and detail-oriented individual with forestry and wildlife habitat program and project management experience to join our Great Lakes Team.

The Great Lakes Public Lands Manager (Manager) will lead ABC's Great Lakes and Northeast Public Lands Program to design and implement habitat management strategies for focal bird species by working directly with natural resource partners. The Manager will primarily work to advance landscape-oriented bird conservation initiatives and partnerships to implement science-based best management practices on public lands throughout the Great Lakes Region. The Manager works closely with county, state, tribal, federal, and NGO natural resource partners to implement habitat conservation strategies and design programmatic goals for focal species of greatest conservation need.

Primary Duties:

1. Supervise and support public land positions on the ABC Great Lakes Team and be an integral part of the Great Lakes leadership team. This includes tracking program and funding deliverables or goals and project accomplishments, while working with ABC Finance and Development staff to prepare and submit grant reports.

2. Maintain and expand professional working relationships and cooperative opportunities with County, State, Federal, Tribal, and NGO partners to implement local and landscape level adaptive wildlife management strategies across multiple jurisdictional boundaries. This includes programmatic and project planning at multiple spatial scales and preparation of new funding proposals, cooperative agreements, and sub-awards.
3. Lead and/or support the ABC Great Lakes Team in the development and subsequent administration of new or existing habitat programs, including grant writing, program reporting, database management, and personnel or project oversight.
4. Assist in the development of annual and long-range conservation goals, objectives, plans, and budgets for conservation programs in the region.
5. Monitor and track project and programmatic activities using a variety of database management software and GIS applications to ensure proper reporting for assessing programmatic success, and to assist with focal species management and monitoring.
6. Complete or assist with habitat restoration and enhancement projects (i.e., forest, prairie, brushland, etc.) by providing financial, contractual, technical, programmatic, and/or project management assistance to public and tribal agencies for all phases of project operations.
7. Engage the scientific community to assist and support research and monitoring programs to evaluate conservation strategies for bird species of greatest conservation need.
8. Lead and/or serve on multiple state or regional collaborative conservation committees and associations.
9. Identify, disseminate, and utilize the most recent biological and ecological research to help plan and participate in educational and technical conservation workshops.
10. As needed, participate in ABC technical committees to assist in the planning of internal policies, protocols, and training programs.

Benefits:

American Bird Conservancy fosters a mission-driven, collaborative, and supportive workplace where staff are respected, empowered, and connected by a shared purpose. ABC offers strong benefits, a 35-hour work week, generous leave policies, and flexible, remote-friendly work arrangements that support a healthy work-life balance.

- 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 where applicable.
- 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

** ABC aligns our compensation with local market rates to ensure internal equity and fairness across our distributed workforce.*

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.

Requirements

1. Bachelor's degree or higher (M.S. preferred) and a minimum of 5 years of experience in wildlife management, forestry, natural resource management, or a related field. A deep understanding of conservation implementation, habitat management, ornithology, forestry, and wildlife biology is also required.
2. Skilled in programmatic and administrative leadership, including supervising staff, developing and managing contracts, coordinating contractors, and applying strong organizational, networking, teamwork, and interpersonal abilities to achieve success in team environments.
3. Proven ability to manage and support multiple projects and programs, produce effective results and meet project and program deadlines and deliverables. Ability to be self-motivated, responsible and solve problems is necessary.
4. Professional knowledge and skills to design and implement silvicultural strategies for forest management projects to meet desired wildlife habitat and conservation objectives. Experience developing and implementing forest management plans/practices at multiple scales and the ability to utilize forest inventory tools/protocols.
5. A general knowledge of environment laws, regulations and policies to ensure legal standards are met during habitat project development and implementation activities.
6. Ability to use multiple forms of GIS software and GPS hardware, including ESRI applications, Avenza, Google Maps, and online resources to assist design and coordination of regional and site level conservation efforts.
7. Advanced ability to complete many forms of technical writing, editing, and database management, including grant writing and site- or landscape-level habitat management or conservation plans.

8. Proficient in general accounting and fiscal tracking procedures in order to prepare, evaluate, and report on program financial documents and budgets.
9. Proficient in the use of Microsoft Word, PowerPoint, Excel, Publisher, and Access software, as well as additional database management applications.
10. Ability and willingness to work in often physically challenging environment under adverse weather conditions.
11. Ability to identify a wide range of native and invasive wildlife and plant species throughout the Great Lakes Region.
12. This position requires the ability to maintain a flexible work schedule, including working evenings and weekends. Overtime may be compensated by flexing hours within the same pay period.
13. This position requires regular travel. ABC will reimburse travel expenses. Applicants are required to have an unrestricted Class D Driver's License with a clear driving record.
14. You may be required to use your personal cell phone to access ABC systems remotely.
15. Authorized to work in the US or Permanent Resident
16. Background screening required

Salary Description

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