

Job Description:

Position Summary:

The Manager, Marsh Bird Conservation is a shared position between Audubon Great Lakes and the Upper Mississippi River Great Lakes Joint Venture (JV), serving as an integral member of the Audubon Great Lakes team and supporting the advancement of the Marsh Bird Working Group of the JV. The Manager will be responsible for coordinating and leading the Midwest Marsh Bird Technical Team and Working Group with initial focus in Ohio and Michigan, and potential expansion in the future. This position will coordinate with multiple partners to advance the ambitious goals of Audubon and the JV partnership. Working closely with U.S. Fish and Wildlife Service and other JV partners, the Manager will coordinate and communicate essential information that leads to enhanced marsh bird habitat in the Great Lakes consistent with Great Lakes Restoration Initiative (GLRI) Action Plans 3 and 4 and other national and regional conservation plans.

Compensation:

\$57,000 - \$67,000 / year

Additional Job Description

Essential Functions

- Develop and manage a formalized structure and strategy for communicating and engaging with the JV Midwest Marsh Bird Working Group and its partners regarding the work, biological information, and updates to processes and procedures.
- Work with state agencies and other stakeholders to identify needs for marsh bird conservation at local scales and seek opportunities to inform, influence, and operationalize marsh bird conservation actions.
- Lead the development of data and communication tools for marsh bird conservation, such as decision trees and best management practices.
- Lead the development of shared metrics for evaluating marsh bird conservation actions with a broad partnership across the Great Lakes.
- Support partners in the pursuit of funding from the GLRI, North American Wetland Conservation Act, U.S. Fish and Wildlife Service Coastal Program, National Oceanic and Atmospheric Administration, National Fish and Wildlife Foundation and other sources to secure strategic marsh bird conservation projects and inform the development of project scopes and deliverables to benefit marsh birds.
- Participate with other Great Lakes groups (e.g., Great Lakes Coastal Assembly) to integrate marsh bird objectives with planning efforts.
- Serve as a public representative of Audubon and the Upper Mississippi River / Great Lakes Joint Venture, which may include presentations, public speaking, meeting

participation and other interactions with agencies, NGOs, Audubon Chapters, and landowners to both gather and disseminate information.

- Coordinate and support securement of grants, agreements, and philanthropy to support the marsh bird partnership and associated work.
- Support the development and utilization of communication and outreach tools to inform various audiences about the work of the partnership, including social media, websites, webinars, meetings and conferences, and print media.
- Work to summarize what is known about marsh bird life history, habitat needs, limiting factors, threats, and response to conservation actions.
 - Search existing conservation plans.
 - Conduct literature review.
- Identify and prioritize knowledge gaps most hindering marsh bird conservation.
- Development and distribution of best conservation management practices.
- Provide monitoring recommendations that integrate with other existing monitoring programs.
- Convene partners in priority geographies to develop conservation delivery standards and partnerships.
- Oversee contractors, volunteers and partner-based marsh bird monitoring program in defined geographies and priority locations as proof of concept for regional marsh bird Conservation Delivery Networks.
- Elevate/distribute monitoring recommendations to the broader partnership.
- Identify opportunities, develop proposals, and secure funding for marsh bird habitat and science projects.
- Partner with Audubon staff to ensure that equity, diversity, inclusion, and belonging principles are incorporated and followed in all aspects of our work.
- Other job-related duties as assigned.

Qualifications and Experience:

- Bachelor's degree in biology, ecology, natural resource management, public policy, or related field. Master's degree preferred.
- 5 + years field experience in conservation planning and/science. An equivalent combination of education and experience will also be considered.
- Strong project management skills, including the ability to collaborate with partners and manage complex projects and people ethically and in a timely manner.
- Skills in facilitating, coordinating, and managing systems of people with varying perspectives and expectations to identify common goals and achieve desired outcomes.

- Strong interpersonal, verbal, and written communication skills that can be adapted to reach a wide range of individuals and used to build consensus among diverse audiences.
- Ability to synthesize and communicate technical and complex information to both technical and non-technical audiences.
- Demonstrated experience with grant writing, writing scientific reports, and writing for a general, non-science audience.
- Ability to work independently and as part of a team.
- Comfort navigating contentious regulatory and political issues to seek common ground with diverse interests.
- Excellent judgement and a strong concern for the safety of staff, volunteers, and the public.
- Ability and willingness to work with a diverse array of people in a respectful, collaborative, and professional manner.
- Must be able to lift up to 35 lbs, and ability to traverse up to 5 miles carrying binoculars, and daypack with or without accommodation.
- Ability to understand and explain the connection between conservation outcomes and public policy.
- Valid Driver's License and the ability to travel throughout the Great Lakes' region. Reliable transportation required. Expected overnight travel approximately 1-2x quarterly.
- Must be willing to work a flexible schedule including occasional evenings, early mornings, and weekends as the job demands.

This position is represented by the Communication Workers of America (CWA).

EEO Statement

The National Audubon Society is a federal contractor and an Equal Opportunity Employer (EOE). All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. We are committed to a policy of nondiscrimination, inclusion and equal opportunity and actively seek a diverse pool of candidates in this search.

Accessibility Statement

The National Audubon Society endeavors to keep our careers site accessible to any and all users. If you would like to contact us regarding the accessibility of our website or need assistance completing the application process, please contact

Accommodations@audubon.org. This contact information is for accommodation requests only and cannot be used to inquire about the status of applications.



About Us

The National Audubon Society protects birds and the places they need, today and tomorrow, throughout the Americas using [science](#), advocacy, education, and [on-the-ground conservation](#).

Audubon's state programs, nature centers, chapters, and partners have an unparalleled wingspan that reaches millions of people each year to inform, inspire, and unite diverse communities in conservation action.

Since 1905, Audubon's vision has been a world in which people and wildlife thrive.

Audubon is a nonprofit conservation organization.