

Habitat Specialist I – Crew

Application Deadline: April 30, 2025

Anticipated Start Date: June 2, 2025

Starting Salary: \$40,000 – 45,000, Commensurate with experience. Annual merit increase + benefits (please see our benefits summary at www.quailforever.org/jobs)

Overview: This position is part of a partnership between the Missouri Department of Conservation, Quail Forever (QF), and Shaw Nature Reserve. Under the direction of these partners, (4) habitat specialist crew members (technicians) and their crew lead will conduct habitat management work on cooperating private land (including non-governmental conservation partner lands) and targeted public lands within designated priority geographies. These positions are full-time, permanent employees of Pheasants Forever and Quail Forever. This unique partnership will allow for varied field duties, including prescribed fire, seed collection, natural community identification, invasive species control, and project coordination among multiple conservation organizations.

Duties: Led by a crew leader, a team of four (4) habitat specialists crew members will work with partners to conduct wildlife habitat management practices throughout multiple priority areas within approximately 50 miles of Gray Summit, Missouri. Major responsibilities include:

- Implement habitat management work on cooperating private landowners as well as public lands that include but is not limited to edge feathering, herbicide application, burn line construction and prescribed burning, invasive/exotic plant control, native grass/forb establishment, shrubby cover establishment, and timber stand improvement (hack and squirt or chainsaw method).
- Assist crew lead in procuring supplies and equipment following Pheasants Forever and Quail Forever best management practices.
- Provide habitat management technical assistance and information to landowners.
- Assist with grant reporting duties in conjunction with collaborating organizations.
- Serve as burn crew members on public and private lands.
- Ensure habitat management activities are accurately reported and entered on time.
- Perform other related duties as assigned.
- Job may require odd hours and travel/time away from home.

Required Knowledge Skills and Abilities:

- A solid understanding of environmental, ecological, and/or natural resource science. Education may be substituted for experience as determined relevant by the partners. Preference will be given to candidates with bachelor's degrees with an emphasis in ecology, forestry, or wildlife management.
- Demonstrated experience conducting at least two of the following: upland habitat management, prescribed burning, operating tractors and agricultural implements (discing, mowing, fire line creation, etc.), identification and control of invasive species and other undesired vegetation.
- Ability to communicate clearly and effectively with private landowners, colleagues, and partner agencies.

- Ability to work independently with little supervision.
- Knowledge of wildlife ecology, grassland management, and/or forest management, including utilizing various habitat management equipment and tools in developing wildlife habitat.
- Ability to successfully pass an arduous pack test annually.
- Ability to lift and carry 50+ pounds safely and repeatedly.
- Excellent verbal/written communication and organizational skills.
- Valid driver's license required.
- Successful applicant may be required to obtain a CDL and/or private pesticide applicator's license.
- Experience with or strong interest in conducting prescribed fires.

Preferred Knowledge, Skills, and Abilities:

- Be willing to pursue Firefighter Type 2, Wildland Fire Chainsaws (S-212) or equivalent.
- Job-related experience using mechanical or chemical methods for controlling invasive species.
- Job-related experience operating and maintaining tractors, discs, and planting equipment.

Training and Experience Guideline: Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. More than one year of work experience in a wildlife, forestry, or agricultural-related job. Applicants with a Bachelor of Science Degree in Wildlife Management or closely related natural resources and/or related field experience are preferred. Continued training and professional development opportunities will be provided.

Location: The Shaw Nature Reserve Habitat Crew will be based at Shaw Nature Reserve in Gray Summit, Missouri.

To Apply: Please include your cover letter, resume and 3 references in your application on our recruitment website at www.quailforever.org/jobs. **Only** online applications will be accepted.

If you have questions about the position, contact Dylan Jacobs, PF/QF Missouri Habitat Restoration Manager, at (419) 346-3139.

Pheasants Forever, Inc. is an Equal Opportunity/Affirmative Action, e-Verify 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 a disability, or any other category that may be protected by law.