

**Working Title: NR Spec Int WL Research**  
**Job Class: Natural Resources Specialist Intermediate - Wildlife Research**  
**Agency: MN Department of Natural Resources**

- **Job ID:** 77499
- **Location:** Madelia
- **Telework Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Limited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 07/05/2024
- **Closing Date:** 08/01/2024
- **Hiring Agency/Seniority Unit:** Department of Natural Resources
- **Division/Unit:** DNR Fish and Wildlife Research Unit
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes; travel to meetings and field sites for data collection is required
- **Salary Range:** \$26.04 - \$37.98 / hourly; \$54,372 - \$79,302 / annually
- **Classified Status:** Unclassified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **End Date:** 08/30/2027
- **FLSA Status:** Exempt - Professional
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

## Job Summary

This position exists to support the Farmland Wildlife Populations and Research Group (hereafter, FaWPRG) in Minnesota's farmland landscape by: assisting the Ungulate Project Leader/Research Scientist II (hereafter, RSII) and other FaWPRG research staff in planning, executing, and reporting original research on white-tailed deer and elk populations and their habitats; assisting the RSII in evaluating impacts of wildlife management policies and changing land-use practices on white-tailed deer and elk; assisting the RSII in developing and evaluating new techniques to conserve and manage white-tailed deer and elk populations; disseminating advanced technical expertise to resource professionals and the public; and representing the department at meetings. This is a temporary position anticipated to end around August 30, 2027.

This position may be eligible to telework on a part-time basis which is subject to change. If approved, the employee would be required to complete a telework agreement. The position will require reporting to the primary work location on a regular basis (multiple days per week) for meetings, training, onboarding, business needs, and as required by the supervisor.

## Minimum Qualifications

**Transcripts are required for this position. Applicants who meet minimum qualifications will be sent instructions for transcript review after the posting close date.**

- Master's degree (thesis) in wildlife ecology or management, or equivalent field with wildlife emphasis.

- Transcript requirement:
  - A minimum of three (3) courses directly related to wildlife management/biology.
  - One (1) course in each: chemistry or physics; statistics; communication; and ecology.
  - At least four (4) additional wildlife or ecology, or related courses, such as animal or plant taxonomy, comparative anatomy or physiology, soils or geology, mammalogy, ornithology, parasitology, etc.

#### Additional requirements:

- Knowledge of wildlife ecology and management, data analysis and interpretation sufficient to conduct research investigations, interpret and analyze data, and prepare final reports and support research activities of Research Scientists.
- Ability to design, organize, and conduct management-oriented wildlife research.
- Ability to conduct many phases of field work including capturing and handling wildlife animals, aerial and terrestrial radio telemetry, vegetation/habitat data collection, and wildlife surveys.
- Computer proficiency, including knowledge of databases, spreadsheets, and statistical programs sufficient to manage data input, retrieval and compilation, design simple computer programs, maintain databases and train others to use these systems.
- Analytic skills to conduct research and evaluate others' research.
- Experience authoring and publishing scientific articles in peer-reviewed journals.
- Communication skills sufficient to maintain exemplary relationships with Minnesota wildlife managers and answer relevant research questions.
- Ability to communicate orally and in written form with diverse audiences, including both lay and peer groups, sufficient to document and disseminate completed research results.
- Ability to work effectively and courteously with people.
- Ability to lead the work of others.
- Ability to work in teams and alone in the field with minimal supervision, and problem solve when issues arise.
- Capability to operate and maintain a variety of equipment including: traps designed for capturing ungulates, and ATVs/UTVs.
- Ability to use Access, ArcGIS, and R.

### Preferred Qualifications

- Research and/or management experience with ungulates.
- Experience with radiotelemetry projects involving ungulates, including radio collar testing, developing capture and monitoring protocols, and responding to mortality events.
- Experience developing and following protocols for surveying deer in farmland and transition habitats both by ground (e.g. vehicle, camera traps) and the air (e.g. helicopter or plane).
- Demonstrated proficiency with Program R and ArcGIS.
- Experience leading the work of others.
- Demonstrated ability to think critically and develop research questions based off of field data.
- Publication of research results in the peer-reviewed literature, including at least 1 publication in a wildlife management oriented journal (e.g., Journal of Wildlife Management, Wildlife Society Bulletin).

### Additional Requirements

This position requires an unrestricted Class D Driver's license with a clear driving record.

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. The background check may consist of the following components:

- Conflict of Interest Review
- Criminal History Check
- Education Verification
- Employment Reference / Records Check
- License / Certification Verification

## How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us). For additional information about the application process, go to <http://www.mn.gov/careers>.

## Contact

If you have questions about this position, contact Nicole Davros at [nicole.davros@state.mn.us](mailto:nicole.davros@state.mn.us) or [507-578-8916](tel:507-578-8916).

If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at [ADA.DNR@state.mn.us](mailto:ADA.DNR@state.mn.us). To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Rebecca Mortellaro at [rebecca.mortellaro@state.mn.us](mailto:rebecca.mortellaro@state.mn.us).

*Working together to improve the state we love.*

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

## Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

*Your benefits may include:*

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
  - Fertility care, including IVF
  - Diabetes care
  - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

*Support to help you reach your career goals:*

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at [studentaid.gov](https://studentaid.gov))

*Employee Assistance Program (EAP) for work/life support:*

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

**Programs, resources and benefits eligibility varies** based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

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Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

## **APPLICANTS WITH DISABILITIES**

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the job information line at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and let us know the support you need.