

Pheasants Forever AND Quail Forever

The Habitat Organization

JOB VACANCY ANNOUNCEMENT

Northwest & Northeast Area Wildlife Biologist

Minnesota

Two positions

Application Deadline: Open until filled

Possible Locations: Baxter, Fergus Falls, Thief River Falls, or another USDA Field Office in northwest or northeast Minnesota

Anticipated Start Date: Flexible

Overview: The Area Wildlife Biologist position will serve as a conservation leader by providing sound science and local guidance on ecological sciences to Pheasants Forever, Soil & Water Conservation District (SWCD), and Natural Resource Conservation Service (NRCS) staff. This position will be employed by Pheasants Forever and located in a USDA office location listed at the top of this announcement. This position is eligible for some telework capability. Travel throughout the northwest or northeast NRCS areas will be required to meet with staff to discuss relevant landscape projects. Travel will occur in an NRCS vehicle or personal vehicle with mileage reimbursement. This position will be the go-to person for all ecological science related questions, policies, and procedures. Essentially this position will be the main Wildlife Biologist for NRCS related programs, policies, and technical assistance in northwest and northeast MN. See the map on page 3 for the work area. Training and guiding new Pheasants Forever, SWCD and NRCS staff will be a core job duty. This position will assist in supervising up to eight farm bill biologists located within their region of the state. This position will be an employee of Pheasants Forever and be supervised by the PF Minnesota Private Lands Manager and with weekly oversight from NRCS Assistant State Conservationists and/or Area Resource Conservationists.

Duties:

- Lead CRP/EQIP training and area level coordination.
- Assist in writing CRP plans for high-workload counties within the area or to assist counties without a Farm Bill Wildlife Biologist.
- Assist in wildlife friendly EQIP plan writing, which includes, but not limited to developing job sheets, appropriate maps, seeding/planting plans, and other tasks for high-workload counties or in counties without a Farm Bill Wildlife Biologist.
- Lead the identification and development of comprehensive ecological sciences trainings and field days.
- Identify needs for training and host events to train staff on new programs, existing opportunities and other trainings as needed, including but not limited to; plant ID, pollinators, wildlife practices, prescribed fire, habitat management, threatened and endangered species, and environmental reviews.
- Quality assurance reviews with Area Resource Conservationists for wildlife focused practices.
- Serve as a representative on federal, state and other workgroups as assigned.

- Assist supervisor in coordinating grants and accomplishing deliverables.
- Review and compile monthly accomplishment data for quarterly reports. Draft annual report on accomplishments to help promote farm bill partnership outcomes.
- Propose and seek innovative ways to further wildlife conservation and partnerships.
- Assist in the management of agreements, budgets, expenses, and revenue as assigned.
- Represent Pheasants Forever at habitat-related professional and partnership meetings as assigned.
- Assist in supervising up to eight Farm Bill Wildlife Biologists
 - Supervising includes approving timecards, approving expenses, hiring, training, annual reviews, and other duties as they arise.
- Other duties as assigned.

Desired Knowledge, Skills, and Abilities:

- Certified Level 3 Conservation Planner, or the ability to obtain Level 3 within 12 months of employment.
- Job Approval Authority in the core ecological practices. Conservation Practice Standards (CPs): 327, 391, 393, 420, 643, 645, 657. Or the ability to obtain JAA within 12 months of employment.
- Proficient in RUSLE2, WEPS, Monarch and other relevant WHEG's.
- Familiar with Conservation Desktop, ArcGIS, and Microsoft applications.
- Familiar with Microsoft Teams and able to help others with file sharing and project organization.
- 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, forest, and grassland management including the ability to utilize various habitat management tools in the development of management plans.
- Extensive knowledge of conservation and wildlife programs provided by Federal (i.e. Farm Bill, US Fish and Wildlife Service), state agencies, private partners and PF. In addition, knowledge of how these programs are implemented in an agricultural and forested landscape is desired.
- Demonstrated experience as a leader with strong initiative.
- Excellent and proven verbal/written communication and organizational skills.
- Conflict resolution skills.
- Valid driver's license required; some use of personal vehicle required (mileage reimbursement provided).
- Is 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. In addition to this education requirement all applicants must have a minimum of two (2) years of professional experience with Pheasants Forever, NRCS, SWCD, FWS, U.S. Forest Service, The Nature Conservancy, Ducks Unlimited, Watershed Districts, or other conservation organizations/agencies.

Starting Salary: \$58,000 to \$63,000 commensurate with experience + benefits (see our benefits summary at www.pheasantsforever.org/jobs).

To Apply: Please combine your cover letter, resume and three (3) references as a single Word document or PDF file before clicking the blue 'Apply' button and then uploading to the “Resume” area of your application on our recruitment website at www.pheasantsforever.org/jobs. **Only online applications will be accepted.**

For Questions contact Josh Pommier, MN Private Lands Manager, at (320) 292-5860.

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.