



Pollinator Partnership Partner Biologist Position Announcement

Location: Eastern Oregon, United States (Pendleton preferred, but specific location is negotiable)

Application Deadline: Review of applications will begin on **November 20th** and will continue until a suitable candidate is identified.

Anticipated Start Date: Late December 2024 to early January 2025

Pollinator Partnership (P2) is looking for an experienced and passionate professional who possesses the skills to expand and enhance USDA's Natural Resources Conservation Service (NRCS) and P2 pollinator programs working as P2's Partner Biologist in the Western United States. This individual will be a full-time employee of P2, working closely with NRCS Area and Field Offices and their partners. This position will provide outreach, education, and technical assistance to a diversity of private landowners and partner organizations to accelerate adoption of pollinator and other wildlife conservation practices in Oregon and throughout the West. The P2 Partner Biologist will work in joint capacity with NRCS and other partner agencies to promote, coordinate, and implement conservation provisions of the Federal Farm Bill as it relates to pollinator habitat on private lands. This position will be based in Eastern Oregon, but will provide remote support to several other Western states. This candidate should be a detailed and team-oriented professional, have a strong work ethic, and be committed to the mission and values of P2 and NRCS.

Principal Responsibilities and Tasks:

The Western Regional Partner Biologist is responsible for the following duties and others as assigned:

- Gain familiarity and expertise with Western specific NRCS conservation programs and procedures
- Utilize existing P2 program contacts and develop new relationships with stakeholders in the region
- Work towards and complete the necessary training to become a Certified Apprentice Planner
- Conduct outreach to agricultural producers and others currently involved in P2 programs regarding applicable Farm Bill resources available for pollinator habitat development
- Develop drafts of technical documents and videos promoting pollinators and pollinator habitat
- Work with and assist USDA staff and other agency and NGO partners in providing pollinator-related educational outreach and training to NRCS staff, partners, producers, and landowners through in-person and virtual events with a special focus on urban agriculture
- Plan and conduct training workshops to teach agricultural land stewards about pollinator conservation
- Participate in NRCS State Technical Advisory Committee meetings on a regular basis
- Develop and provide NRCS with education and outreach material for the public through videos, stories, social media, newsletters, and other mediums
- Accelerate conservation program enrollment by working with NRCS, P2 contacts, and other partners
- Provide technical assistance for conservation practice implementation (pollinator/wildlife habitat focus)
- Complete conservation plans, implementation requirements, wildlife habitat evaluation guides, and other documentation for the conservation programs in cooperation with the NRCS staff and partners
- Communicate program requirements, complete site visits, and develop contract documents for applicants and participants of USDA-NRCS conservation programs and other local and state programs
- Review plans and specifications for feasibility under Farm Bill program contract rules, etc.
- Facilitate the development of monarch butterfly and pollinator habitat best management practices for common scenarios, such as cropland or pasture conversion to pollinator habitat
- Coordinate and routinely communicate with P2 colleagues, NRCS State, Area, and Field Office staff, and key partners in the West regarding project activities and status updates

Required Knowledge, Skills, and Abilities:

The Western Regional Partner Biologist should possess the following minimum qualifications:

- Ability to build trust and communicate clearly and effectively with farmers, landowners, and partners
- Ability to work independently with little supervision and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.
- Knowledge of the ecology of bees, butterflies, other pollinators, and natural enemies of crop pests, and the importance of their habitats for other wildlife

- Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans
- Knowledge of conservation and wildlife habitat programs provided by federal, state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Understanding of regional farming systems and crops, including pesticides and pesticide use, and experience with common agricultural practices of the West
- Knowledge of IPM practices, Conservation Biological Control, and other strategies for reducing negative impacts of pest management on pollinators and other beneficial insects
- Strong organizational skills, time management, and attention to detail, with demonstrated ability to manage demanding workloads
- Excellent verbal and written communication skills and the ability to develop and give engaging presentations to audiences of more than twenty adults
- Comfortable working outside, willing and able to work across various habitat settings
- Ability to travel throughout Oregon (with occasional travel to other Western states) to conduct site visits, workshops, and occasionally work from Pendleton and other local USDA NRCS Field Office(s)
- Proficiency with Microsoft and Google Office Suite (Excel, Word, PowerPoint, Outlook, etc.)
- Valid driver's license required; use of personal vehicle required with a mileage reimbursement provided
- Must be able to obtain USDA Federal Security Clearance
- While a part-time workstation will be available at the Pendleton Office, individuals will also need an at-home workspace with computer access for telework and a reliable personal vehicle

Education and Experience Preferred: Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. A Bachelor of Science Degree in Wildlife Management or closely related natural resources field with a minimum of 2 years related experience as well as proven experience working with USDA Farm Bill programs and map making utilizing GIS software (e.g. ArcGIS, QGIS, etc.) are highly preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. Practical and/or professional experience in farming and agricultural disciplines is highly beneficial. The successful applicant must enjoy working with private landowners and producers to achieve their conservation objectives.

Schedule, Compensation, and Benefits: Full-time, salaried, exempt position, scheduled to work ~40 hours/week with some scheduling flexibility. Beginning salary range \$50,000-60,000, commensurate with experience. Travel, lodging, mileage, and per diem expenses will be reimbursed, but are not to exceed a set amount. This position includes a generous benefits package: twelve paid holidays, paid time off, paid health, vision, life, and dental insurance, option to participate in a retirement program, and a flexible work environment.

Terms: Pollinator Partnership is an at-will employer. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. 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.

Duration: This position is funded through a multiyear agreement with the NRCS which will run until September 2026 and may continue depending upon availability of funds.

How to Apply: Interested candidates should combine their cover letter and resume into one PDF using the following naming convention "Western regional Partner Biologist – Last Name" and apply by filling out the form at this link: <https://form.jotform.com/242845344436157>

Pollinator Partnership is an equal opportunity employer. Pollinator Partnership offers equal employment opportunities without regard to race, color, gender, religion, age, nationality, social or ethnic origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, veteran status, or any other characteristic protected by law.