

PHEASANTS FOREVER AND QUAIL FOREVER

The Habitat Organization

JOB VACANCY ANNOUNCEMENT

Private Land Conservationist

II, III, or Senior

Burlington, CO

Application Deadline: Open Until Filled

Anticipated Start Date: September 2024

As an employee of Pheasants Forever Inc. (PF) the incumbent will work closely with Natural Resource Conservation Service (NRCS), Colorado Parks and Wildlife (CPW), and local PF chapters to promote, accelerate, coordinate, and implement a variety of wildlife programs. Programs include but are not limited to Federal Farm Bill programs (e.g., EQIP & CRP), CPW wildlife programs, and PF programs. Activities will include program promotions, contracting, contract modifications, site assessments, and program rankings. The incumbent will be supervised by PF State Coordinator and receive daily direction from NRCS. Depending upon experience, skills, and abilities the incumbent may be selected for II, III, or Senior level Private Lands Conservationist. Location preference will be Burlington USDA office.

*Note this position is a conservation planning position with a mix of office and field work.

PLC II Duties:

- Assist private landowners in developing and enhancing wildlife habitat on their lands for key species, including but not limited to greater prairie chicken, pheasants, quail, mule deer and pollinators. Position is responsible for designing habitat projects, sourcing funding, and overseeing project implementation.
- Utilize conservation programs funded by the federal Farm Bill to deliver and administer wildlife conservation projects including baseline habitat inventories, taking program applications, using project management software, ranking applications, managing active contracts, certifying work when completed, and processing payments. Work closely with the NRCS, CPW, agricultural producers, and PF staff.
- Assist CPW with delivery of the Pheasant Habitat Improvement Program (PHIP), including Corners for Conservation (C4C), and Walk-in Hunting Access.
- Conduct education and outreach activities to landowners and other staff on habitat conservation program benefits and funding opportunities. Provide environmental outreach to youth (school groups, FFA, etc.). Build and maintain strong relationships with local private landowners, non-government conservation organizations, Conservation Districts, and governmental agency staff.
- Perform other duties as assigned.

PLC III Duties:

- All duties of PLC II.
- Work independently throughout NRCS area II as workload dictates.
- Independently conduct site assessments and surveys.
- Independently develop conservation plans.

- Assists with content-based outreach creation and delivery on social media, websites, blogs, magazines, and other avenues to increase story telling.
- Assist with coordination of habitat tours, demonstrations, area tours, landowner workshops, and coordinate habitat projects with local PF chapters.

Senior PLC Duties:

- All duties of PLC II and III.
- Provide mentorship to other members of Colorado Pheasants Forever team.
- Assists with the identification, development, and mentoring of CO staff with training needs for new and existing staff including the coordination of job shadowing opportunities.
- Ensures that project reporting by CO staff is occurring and completed in a timely manner and assist the State Coordinator in development of quarterly and annual reports.
- Represents Pheasants Forever at habitat-related professional and partnership meetings as assigned.
- Assists state coordinator with hiring and annual reviews of staff.

Required Knowledge, Skills, and Abilities:

- Strong communication and teamwork skills and willingness to engage with others individually and in groups.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of wildlife ecology, riparian, and grassland management including the ability to utilize various habitat management tools and techniques in the development of habitat management plans.
- Knowledge of conservation and wildlife programs provided by Federal (i.e., Farm Bill, US Fish and Wildlife Service, State agencies, and PF). In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Ability to apply and use GIS tools (i.e., GPS, mapping programs, etc.).
- Knowledge of Public Land Surveying System (PLSS) and map reading.
- Excellent verbal and written communication skills.
- Strong organizational skills.
- Ability to work in extreme weather conditions.
- Valid driver's license required; work vehicle provided; some use of personal vehicle required (mileage reimbursement provided).
- 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, Range Management, or closely related natural resources field and/or related field experience. Experience working with private landowners and wildlife habitat planning is highly desirable.

Pay and Benefits:

- Starting pay of \$20.19 per hour (commensurate with qualifications). Overtime pay opportunities.
- Health, vision, dental, and more insurance coverage plans available.
- 401(k) Retirement plan with an employer match of up to 5%.
- Student Loan Assistance program of up to \$200/month for eligible employees.
- Paid Time Off accrued at 15 days (120 hours) per year for new employees (increasing after 3 years).
- Bereavement/Family/Sick Leave of 6 days (48 hours) per year.
- 13 Paid holidays.
- An Employee Benefit Summary is attached in this announcement

Contact: Michael Peyton, Colorado State Coordinator at 605-520-2167

To Apply: ONLY ONLINE APPLICATIONS WILL BE ACCEPTED. Please combine your *cover letter, resume and 3 references* into one Word document or PDF file before clicking on the blue APPLY button at the bottom or in the upper right corner and uploading to the “Resume” section of your application. For a complete list of current job openings, visit our Recruitment website, www.pheasantsforever.org/jobs

Pheasants Forever, Inc 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.