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PHEASANTS FOREVER AND QUAIL FOREVER

The Habitat

Organization

JOB VACANCY ANNOUNCEMENT

**Private Land Conservationist
II, III, or Senior**

Grand Junction, CO

Application Deadline: Open until filled.

Anticipated Start Date: May 2024

As an employee of Pheasants Forever Inc. (PF) the incumbent will work closely with Natural Resource Conservation Service (NRCS) and other conservation organizations 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). Activities will include program promotion, contracting, contract modifications, site assessments, and program rankings. The incumbent will be supervised by PF and receive daily direction from NRCS area biologist. Depending upon experience, skills, and abilities the incumbent will be selected for II, III, or Senior level Private Lands Conservationist. This candidate will be based in NRCS Grand Junction Area office covering multiple NRCS field offices.

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

PLC II Duties:

- Provide technical assistance (wildlife biology and range conservation focus) and guidance to landowners, government agencies, non-government organizations (NGO's) and others across NRCS Area I. Training provided by NRCS, Pheasants Forever and other local and state agencies.
- Coordinate integration and application of biological sciences within the conservation programs in cooperation with NRCS and others consistent with the Field Office Technical Guide.
- Complete conservation plans and maps, contracts, applications, and other required documentation for Farm Bill conservation programs (i.e., EQIP, ACEP, CRP and WRP) requiring biological and rangeland science expertise in cooperation with the partners.
- Communicate program requirements, complete site visits to determine eligibility, and develop contracts/plans for applicants enrolling in USDA conservation programs or other state and local conservation programs for the protection, restoration, and enhancement of sage grouse habitat.

- Coordinate and participate in field work activities for wildlife habitat project implementation and work with agricultural producers.
- Build relationships and ensure communication occurs with agency and non-profit organization partners to deliver and enhance conservation programs that mutually benefit landowner operations and wildlife habitats.
- Perform other related duties as assigned.

PLC III Duties:

- All duties of PLC II
- 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 assists 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 cover large work area 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 is 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 collaborating with private landowners and wildlife habitat planning is highly desirable.

Pay and Benefits:

- Starting pay \$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 to this job 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 or upper right corner and uploading to the "Resume" section of your application. For a complete list of current job openings visit the 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.