

Position Summary

The Range Ecologist will work closely with local landowners to implement working lands programs, including the Audubon Conservation Ranching (ACR) Program and a variety of voluntary range and grassland conservation tools. The Range Ecologist will work in partnership within a community of conservation groups including sustainable agriculture organizations, and agencies to deliver robust private landowner programming. These working lands programs aim to improve private landowners' ability to practice bird-friendly land management. The Range Ecologist will be responsible for engaging, cultivating, and enrolling landowners into these programs and assisting them with implementation of innovative land management practices.

Utilizing habitat management plans (HMPs), the Range Ecologist will partner with landowners to determine land management goals and ensure program compliance. These HMPs support practices such as adaptive grazing, prescribed fire, grass and rangeland restoration, invasive species removal, and establishing rotational grazing infrastructure. HMPs rely on the designation of priority grassland bird species for each ranch or project site. The Range Ecologist will also conduct and/or support vegetation, bird, and soil monitoring to ensure landowners are compliant with program goals and are enhancing their grasslands to benefit grassland birds.

This position will be remote in Minnesota.

Compensation:

Salary range based on geo-differentials:

- \$56,000 - \$61,000 / year = National
- \$58,000 - \$64,000 / year = Alaska, CA (not San Francisco), Connecticut, D.C., Chicago, Oyster Bay, NY

Additional Job Description

Essential Functions

- Proactively connect with and liaise with landowners and provide excellent technical service to agricultural producers participating in Audubon's working lands conservation programs. Specifically,
 - Facilitate demand for Audubon conservation programs through partnerships with local agencies and organizations.
 - Connect with local conservation professionals, organizations, and landowners to deliver programs and recruit new participants.
 - Provide timely access to financial assistance programs for enrolled ranches, through Audubon, local, state, and federal financial assistance opportunities.
 - Refer producers to partner conservation programs when applicable.
 - Establish and maintain professional relationships with ranchers and landowners participating in Audubon's working lands programs.
 - Communicate program goals and work with rancher/landowner to develop site-specific farm habitat conservation plans for each assigned ranch or project.
 - Execute agreements and plan projects for landowners participating in financial assistance conservation programs.
 - Facilitate enrollment process and assist Audubon project budget tracking.

- Advocate for science-supported habitat management on partner lands.
- Establish habitat management plans using SMART (specific, measurable, attainable, realistic, and time sensitive) goals on all enrolled program ranches.
- Conduct or coordinate essential avian and grassland monitoring on program lands.
- Identify monitoring needs regarding avian and vegetation and implement monitoring techniques to address land use, avian density and occupancy, and vegetation response to disturbance.
- Support grant writing related to Audubon's working lands conservation work.
- Participate in local events targeted at youth, professionals, or the general community to share expertise.
- Maintain excellent communication with supervisor, supporting partner organization, and administrative staff.
- Participate in partner meetings and conferences.
- Identify and participate in opportunities that allow for continued professional growth aimed at improving skills related to grassland management and avian conservation.
- Attend training events held by local partners, such as NRCS, USFWS, State DNR, Migratory Bird Joint Ventures, Conservation NGOs, and others.
- Serve as a resource for local producers and partners.
- Plan and participate in landowner workshops and other educational events.
- Represent Audubon at events to promote and educate the public on Audubon's working lands programs, grassland bird conservation, and grassland management practices.
- Support a culture of philanthropy, including public funding efforts.
- Collaborate with colleagues across the Americas including through joint planning and execution of shared priorities.
- Maintains and fosters culture of safety.
- Other job-related duties as assigned.

Qualifications and Experience

- Bachelor's degree in range management, ecology, natural resources management, wildlife management, regenerative agriculture or related field required, advanced degree is preferred but not required. An equivalent combination of education and experience will also be considered.
- Three to five years of experience with project development/coordination, conservation planning or similar work.
- Experience working with local agencies and familiarity with agricultural cost-share and incentive programs.
- Exceptional verbal and written communication skills, including public speaking, public presentation, and the ability to synthesize and communicate technical and complex information to both technical and non-technical audiences
- Strong project management skills, including but not limited to setting and implementing effective goals and objectives, problem-solving, time management, contract and grant management, creating and maintaining collaborations with

other organizations, developing public awareness activities, preparing reports, etc.

- Ability to effectively communicate with a wide range of individuals (e.g. conservation partners, private landowners and farmers/ranchers, volunteers, and local community members).
- Experience with grassland plant identification and management.
- Experience with avian identification and understanding of life histories and ranges, habitat associations, and management implications.
- Familiarity with common grassland management activities and grazing systems.
- Experience with sampling methods, wildlife surveys, and wildlife habitat management.
- Knowledge and appreciation of Midwest ranching/grazing culture, range management issues, and sustainable ranching practices.
- Working knowledge of ArcGIS, GPS and other GIS technologies.
- Proficiency with Excel, Word, PowerPoint, and other key Microsoft Office and web-based products.
- Must be able to work autonomously and within a team.
- Possess valid driver's license for safe operation of 4-wheel drive vehicles.
- Comfort driving on unpaved surfaces
- Must be able to lift up to 50 lbs., and are able to traverse up to 5 miles through grasslands carrying field equipment with or without accommodation.
- Must be comfortable with extensive day travel and occasional overnight travel, as necessary. Willingness to work occasional weekends and evenings as the job demands.
- Commitment to Audubon's organizational values of care, collaboration, change, integrity, impact, and innovation.
- Experience fostering inclusive and collaborative work environments is valued.

This position is represented by the Communication Workers of America (CWA).

National Audubon Society Competencies: *This role will also be accountable to apply and develop the following competencies.*

Fostering Relationships: Build trust, mutual respect, and understanding through regular and genuine interactions while promoting a positive and inclusive environment.

Analytical Thinking: Recognize and value diverse perspectives and experiences in data analysis to foster a more comprehensive and equitable approach to problem-solving.

Creativity and Innovation: Leverage creativity and imagination to generate new insights and solutions while embracing diverse ideas and approaches that foster innovation.

Facilitating Change: Work with others to explore innovative approaches to problem-solving while promoting inclusivity, equity, accessibility, and belonging in the change process.

Team Leadership: Communicate vision and engage others or the team to solve problems while valuing diverse perspectives and fostering inclusivity.

EEO Statement

We are an equal opportunity employer and do not discriminate based on race, color, religion, sex, national origin, age, disability, veteran status, or any other protected

characteristic outlined by federal, state, or local laws. We are committed to providing an inclusive and accessible hiring process for all candidates.

Accessibility Statement

The National Audubon Society endeavors to keep our careers site accessible to any and all users. If you would like to contact us regarding the accessibility of our website or need assistance completing the application process, please contact Accommodations@audubon.org. This contact information is for accommodation requests only and cannot be used to inquire about the status of applications.