

Job ID: 85928 - Resident Gamebird Consultant - NR Prog Consultant

Location: St. Paul;Brainerd;Grand Rapids

Full/Part Time: Full-Time

Regular/Temporary: Unlimited

Working Title: Resident Gamebird Consultant
Job Class: Natural Resources Program Consultant
Agency: MN Department of Natural Resources

- **Job ID:** 85928
- **Location:** St. Paul, Brainerd, Grand Rapids
- **Telework Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 05/13/2025
- **Closing Date:** 06/02/2025
- **Hiring Agency/Seniority Unit:** Department of Natural Resources
- **Division/Unit:** Fish and Wildlife
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes - Up to 15% of the time
- **Salary Range:** \$35.43 - \$52.53 / hourly; \$73,977 - \$109,682 / annually
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Association of Professional Employees / MAPE
- **FLSA Status:** Exempt - Professional
- **Designated in Connect 700 Program for Applicants with Disabilities:** Yes

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

Job Summary

The DNR is currently seeking a statewide specialist on gamebird management, with an

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emphasis on management of wild turkey, pheasant, grouse species, and other resident gamebirds. This position exists to coordinate and administer the statewide resident gamebird program by formulating program goals, objectives, and strategies; monitoring statewide populations, harvest, and license data; administering and reporting on dedicated funds; developing regulations and legislative proposals; providing consultation and coordination to land and wildlife managers, tribal biologists, researchers, and enforcement officers; serving as a liaison with other agencies and groups; and providing information and education to the public.

Responsibilities include:

- Administer and recommend management, research, and policy direction for statewide resident gamebird programs so they meet legal requirements, plans are followed, and populations are managed at appropriate levels so that present and future gamebird management objectives are met.
- Administer the resident gamebird seasons and regulatory process so that seasons are supported by enforceable rules, are responsive to public preferences, and maintain populations at appropriate levels so that present and future gamebird management objectives are met.
- Coordinate upland gamebird program activities with the (1) wildlife research unit to ensure that research priorities are identified and projects to address information needs are supported; (2) field, operations, and forest policy units to ensure that gamebird habitat management policies and priorities are identified and inform Division and Departmental decisions and management activities; and (3) other relevant Division programs (e.g., Outreach and Planning) to support information-sharing and engagement with stakeholders and promote the relevance of gamebird management activities to the public at large.
- Direct fiscal and other administrative activities in the resident gamebird program so that Section priority management work is completed as planned/designed and according to desired time schedules.

St. Paul, Minnesota is the preferred work location; however, the specific location may be negotiable and will be agreed upon at time of selection. This position has a flexible work arrangement and may be eligible to telework on a part-time basis which is subject to change. If approved, the employee would be required to complete a telework agreement. This position will require reporting to the primary work location on a regular basis consistent with the telework agreement, and to the primary work location and various sites throughout the state on an occasional basis for meetings with colleagues and partners, public engagement events, and special projects.

Minimum Qualifications

- Bachelor's degree in in wildlife science, natural resources, conservation biology, ecology, biology, or closely related field.
- Four (4) years of professional experience in assessing biological or human dimensions data to coordinate and/or develop recommendations for wildlife population management, or closely related ecological and natural resource management experience.
- A Master's degree in ecology, natural resources, wildlife science/ management, or closely related field may substitute for one (1) year of experience.
- Technical knowledge of upland gamebird and other wildlife species identification, habitat relationships, food habits, animal behavior, life histories, reproductive potential, population monitoring techniques, and hunting season management.
- Demonstrated knowledge and skills in long-range and strategic planning; policy and budget development; project management; integrating biological and social information; and legislative/regulatory processes.
- Interpersonal, communication, and human relations skills sufficient to convey complex information to technical and non-technical audiences via verbal and written methods; navigate and resolve conflict; achieve cooperation with the public, peers, and staff; and to make progress on program objectives.
- Analytical skills sufficient to plan for and manage data collection, interpret data and basic statistical information, and present data effectively.
- Demonstrated cultural competency and a commitment to diversity, equity, and inclusion.

Preferred Qualifications

- Master's degree in ecology, natural resources, wildlife science/ management, or closely related field.
- Experience in collecting and assessing biological data to develop management and/or regulatory recommendations for animal populations.
- Experience coordinating projects with regulatory agencies or multidisciplinary teams.
- Experience drafting policy recommendations for regulatory use.
- Experience with media interviews; public, staff, and legislative presentations; and communicating with public about controversial topics.
- Experience in natural resource management working with diverse interest groups and conflicting objectives and/or incorporating traditional ecological knowledge or community-based knowledge.

Additional Requirements

This position requires an unrestricted Class D Driver's license with a clear driving record.

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

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. Candidates must be legally authorized to work in the United States without sponsorship for employment visa status (e.g. H1B status).

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. The background check may consist of the following components:

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- Conflict of Interest Review
- Criminal History Check
- Education Verification
- Employment Reference / Records Check
- License / Certification Verification

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Leslie McInenly at leslie.mcinenly@state.mn.us or [651-259-5220](tel:651-259-5220).

If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at ADA.DNR@state.mn.us. To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Jordan Krueger at jordan.krueger@state.mn.us.

Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in

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Minnesota, along with other benefits to help you and your family be well.

Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
 - Fertility care, including IVF
 - Diabetes care
 - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

Support to help you reach your career goals:

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at studentaid.gov)

Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

EQUAL OPPORTUNITY EMPLOYERS

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

APPLICANTS WITH DISABILITIES

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.