

**Job Type**

Full-time

**Description****Position Summary:**

**Title:** Wisconsin Wildlife Habitat Specialist

**Supervisor:** Great Lakes Private Lands Director

**Location:** Rhinelander, Wisconsin

**Employment Type:** Full-time

**Salary:** Estimated at \$55,000; based on experience

**Application Deadline:** July 31, 2024

**Introduction**

The mission of American Bird Conservancy (ABC) is to conserve birds and their habitats – the places birds need to thrive – across the Americas. We are a growing group of 140+ dedicated staff, located across the United States and with a network of partners from Canada to Chile. Each year, we grow in budget and staff, and we deliver more results aimed at preventing bird species extinctions and reversing declines that are reducing populations of nearly all bird groups. Our work is guided by our principles, which include a commitment to Justice, Equity, Diversity, and Inclusion (JEDI).

We are seeking a motivated, self-starting, and detail-oriented individual with forestry and wildlife habitat project management experience to join our Great Lakes team in northern Wisconsin. The Wildlife Habitat Specialist (Habitat Specialist) will primarily work in Wisconsin with private landowners, Natural Resources Conservation Service (NRCS), and other local partners to design and implement habitat management prescriptions on non-industrial private lands, following best management practices (BMPs) for focal bird species. Supervision, daily direction, training, and support will be provided by ABC and USDA Natural Resources Conservation Service (NRCS) staff.

The Habitat Specialist will also assist ABC in developing and coordinating additional bird conservation initiatives to expand ABC's presence in the region. Duties will include, but are not limited to building partnerships (e.g., with NGO, public agency, and tribal entities), conducting outreach, providing technical forestry assistance for private landowners, assisting with ABC partnership projects on public lands, promoting ABC and its various programs, and assisting with grant preparation and reporting.

The position requires knowledge of, and experience with northern forest habitat and species, conservation agencies and organizations, and conservation partnerships. The Habitat Specialist maintains a high level of contact and partnership particularly with NRCS, in person, by telephone, and by email.

This work requires initiative, innovation, excellent communication skills, experience achieving on-the-ground results for bird conservation, strong writing skills, the ability to manage multiple projects and responsibilities, ability to work independently and as part of a team, and attention to detail. The Habitat Specialist must be articulate and responsive in representing ABC with partners and others within the bird and broader conservation community.

**Primary Duties:**

1. Works with a team of Habitat Specialists/Foresters to implement the ABC-NRCS RCPP Golden-winged Warbler project and other private and public lands initiatives. The team includes the Great Lakes Private Lands Director (project lead), and Private Lands Foresters/Wildlife Habitat Specialists in Minnesota, Wisconsin, and Michigan.
2. Identifies and communicates with landowners and natural resource managers within designated focal regions to implement bird conservation activities.
3. Conducts field visits on private lands to evaluate properties for possible bird habitat treatments using focal species BMPs (e.g., Golden-winged Warbler, Kirtland's Warbler, and Sharp-tailed Grouse).
4. Identifies and delineates project areas for non-commercial treatments such as tag alder or young aspen shearing. Identifies and communicates with contractors capable of completing these treatments, and continues to develop a growing referral list to provide to landowners.
5. Provides technical assistance to private landowners to facilitate the NRCS cost-share application, contracting, and certification process. Develops site-specific conservation plans in accordance with NRCS practice standards and focal species BMPs. Maintains NRCS-specific Job Approval Authority and/or other NRCS training and certifications as needed.
6. Conducts outreach and education to private landowners, technical service providers (TSPs), and local, state and federal agency staff on habitat BMPs through workshops, trainings, meetings, etc.
7. Monitors and tracks project activities using a variety of database management software and GIS applications for assessing success.
8. Develops excellent working relationships with non-profit, agency, local government, tribal, and industry partners to expand collaborative conservation opportunities that advance bird conservation strategies.
9. Assists ABC Development staff and Great Lakes Private Lands Director with preparing and reviewing funding proposals and assists with preparation of new funding/grant agreements and sub-awards and contracts.

10. Supports ongoing research and monitoring activities including, but not limited to, obtaining landowner permission to conduct site surveys, conducting vegetation and bird surveys, placing and retrieving monitoring equipment (i.e., acoustic recording units), and managing data.

**Benefits:**

- Excellent benefits package includes medical, dental, flexible spending accounts, and employer-matched retirement savings, flexible schedule, etc.
- Paid vacation days (starting at 15 days annually and increasing to 20 days after 1 year of employment), paid holidays (including both US holidays and additional ABC holidays) and sick leave.
- Lodging, meals, and transportation covered for work-related travel away from home.
- Rental vehicle or personal mileage reimbursement where applicable.
- Pre-approved field equipment, office expenses, and professional training/workshop expenses covered.

**Requirements**

- Associate's degree or Bachelor's degree in wildlife biology/management, forestry, conservation biology, ecology, natural resources management, or a related field; and
- A minimum of three years of technical wildlife habitat management, forestry, or related natural resource management is preferred.

Required Experience:

- Experience working with private landowners as well as public agencies (NRCS, DNR, USFWS, USDA Forest Service, etc.), with knowledge of landowner incentive programs, especially NRCS Environmental Quality Incentives Program (EQIP) and NRCS Regional Conservation Partnerships Program (RCPP).
- Communication skills are critical; ability to maintain regular and clear communication with supervisor, team members, and external partners.
- This position requires regular travel both within and outside the northern Wisconsin project area. ABC will reimburse travel expenses. Applicants are required to have an unrestricted Class D Driver's License with a clear driving record.
- This position requires a background screening, and the Habitat Specialist must also obtain and maintain USDA Security Clearance and NRCS Conservation Planning certification. Habitat Specialist will also be required to participate in specific NRCS training programs in order to use partner facilities, vehicles, and equipment.

Preferred Experience:

- An understanding of forest stand improvement and management for wildlife and bird habitat, experience in bird conservation and monitoring, and knowledge or experience

in the use of prescribed fire for natural community restoration.

A general knowledge of environmental laws, regulations, and policies to ensure legal standards are met during habitat project development and implementation activities.

- Advanced ability to complete many forms of technical writing, editing, and database management, including grant writing and site- or landscape-level habitat management or conservation plans. Must be able to adapt messaging to a diverse audience that includes habitat managers, conservation practitioners, academia, and the general public.
- Ability to use multiple forms of GIS software and GPS hardware, including ESRI applications, Avenza, Google Maps/Earth, OnX, and online resources to assist design and coordination of regional and site level conservation efforts. Proficient in the use of Microsoft Word, PowerPoint, Excel, Publisher, and Access software, as well as additional database management applications.
- Willing and able to work in physically challenging outdoor environments throughout all seasons, including traversing difficult or uneven terrain, in a range of weather conditions, and with insect presence.

If you have trouble submitting an application, please send your cover letter and resume as one document to [HR@abcbirds.org](mailto:HR@abcbirds.org)

*At American Bird Conservancy, we believe that a diversity of backgrounds, perspectives, and skills makes us more effective. We are committed to creating a respectful and inclusive work environment for all of our employees.*

*As an equal opportunity employer, ABC is committed to ensuring that employees and applicants for employment have equal opportunities regardless of race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, or any other factor unrelated to the requirements of the position.*

**Salary Description**

Estimated at \$55,000; based on experience