PHEASANTS FOREVER & QUAIL FOREVER

The Habitat Organization

JOB VACANCY ANNOUNCEMENT

Grasslands Coordinating Wildlife Biologist

Location: Morrilton, AR (statewide coverage)

(Office space provided in Morrilton, AR USDA Service Center)

Application Deadline: May 13, 2020

Start Date: June 2020

Overview: In partnership with the USDA- Natural Resources Conservation Service (NRCS), the Arkansas Quail Forever Grasslands Coordinating Wildlife Biologist will coordinate and conduct monitoring and evaluation efforts on WLFW, RCPP, EQIP, CSP and related wildlife projects to document the effects of the conservation measures on pollinators, quail, and other grassland songbirds and provide technical guidance to increase the adoption of native and wildlife friendly grazing practices in the state. A key responsibility of this position will be to implement a comprehensive monitoring and evaluation protocol to document the success of applicable program work to increase quail and pollinator habitat and populations. They position will also conduct conservation professional and producer stakeholder meetings to evaluate program delivery methods. The Grasslands Coordinator will work with local USDA service centers through the WLFW, RCPP, EQIP, CSP and other conservation programs to accomplish working grassland recovery goals to reverse declines in wildlife populations associated with these habitats with a focus on bobwhites. The partnership goal is to promote the installation of native grass into successful production agriculture systems to improve forage, drought resistance, soil health, water quality, and wildlife habitat. The coordinator will work in joint capacity with partner agencies to promote, coordinate and implement conservation provisions of the Federal Farm Bill on private lands. General duties will include all aspects of project site monitoring for outcomes, producer stakeholder meetings, farm bill program delivery evaluation, wildlife habitat planning, contract coordination, conservation plan writing, site assessment/eligibility determination, program promotion/outreach, landowner technical assistance, and reporting. The position will work to engage agricultural partners to meet common objectives, gain capacity for increased adoption of conservation principles that result in profitability for producers, conserve soil, and improve water quality and wildlife resources.

Specific Duties:

- Work with NRCS and Partners to develop a Bobwhite Quail and pollinator habitat monitoring program to document program effectiveness and results.
- Conduct conservation professional and producer stakeholder meetings to evaluate program delivery methods.
- Provide collaborative outreach content with consistent messaging, including print and online materials, as well as conducting or co-administering workshops on working lands wildlife conservation using Arkansas-specific quail, pollinator, and grazing information.
- Provide on-site technical assistance for conservation practice implementation (wildlife habitat/promotion of perennial native grasses and forbs as forage) and guidance to private landowners, government agencies, non-government organizations, livestock grazing professionals and other groups for USDA NRCS conservation programs. Training provided by NRCS, AGFC, UA Ext, and QF.
- Complete conservation plans, job sheets, wildlife habitat evaluation guides (WHEG) and other required documentation for the conservation programs requiring biological expertise in cooperation with the listed partners.
- Communicate program requirements, complete site visits to determine eligibility, and develop contract documents for participants of USDA-NRCS conservation programs and other local and state programs.
- Accelerate conservation program enrollment by coordinating with partners and conducting outreach such as workshops, field days, grazing/hay schools, demonstration events, and habitat tours.
- Work with local QF chapters and other local partners to assist with habitat program education and outreach and provide technical assistance for regional habitat projects and participate in statewide habitat meetings.
- Facilitate the development of grazing systems utilizing best management practices (BMP’s) approaches with partners.
- Implementation of 3-6 demonstration areas focused on grazing NWSG and forbs in key locations throughout the state, including data collection to establish baseline Arkansas examples on weight gains, economics, forage quantity and quality, etc.

**Desired Knowledge, Skills and Abilities:**
- Ability to build trust and communicate clearly and effectively with farmers, ranchers, agricultural partners and other agencies is key to making this position successful.
- Knowledge of and ability to develop sampling protocol to assess on the ground outcomes of programs.
- Ability to conduct stakeholder meetings and conduct individual interviews to gather data.
- Ability to coordinate diverse stakeholder groups, identify common ground, develop strategy, and drive on-the-ground conservation results.
- Ability to work independently with little supervision and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.
- Knowledge of, and/or practical experience with, agricultural operations with emphasis on livestock and grazing systems (i.e. summer forage solutions).
- Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans.
- Knowledge of conservation and wildlife habitat programs provided by federal (i.e. Farm Bill, US Fish and Wildlife Service), state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Ability to schedule, organize and participate in field days/special events to promote and demonstrate conservation grazing principles that are mutually beneficial to producers natural resources.
- Ability to write, design and implement grazing plans per NRCS guidelines.
- Excellent verbal and written communication skills.
- Strong organizational skills, with demonstrated ability to manage demanding workloads.
- Proficiency with ArcGIS, GPS, Microsoft Office Suite (Excel, Word, PowerPoint, Outlook, etc.)
- Valid driver’s license required; some use of personal vehicle required (mileage reimbursement provided).
- Must be able to obtain USDA Federal Security Clearance.

**Education and Experience Preferred:** A minimum requirement for this position is a Bachelor of Science Degree in Range Management, Agriculture, Forestry, Wildlife Management or closely related natural resources field with a minimum of two years related experience, or a Master’s Degree in the same fields listed above. Proven experience working with USDA Farm Bill programs (EQIP, CSP, RCPP, ACEP, and CRP) is preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to develop and conduct sampling protocol for field studies and stakeholder meetings and interviews, and implement voluntary conservation programs on private lands. A successful applicant must enjoy working with private landowners to achieve their objectives. Demonstrated interest, training, and experience in both grazing and wildlife is also ideal.

**Starting Salary:** $42,000 + Health Benefits and Retirement Package

**To Apply:** Visit our website at: [www.quailforever.org/jobs](http://www.quailforever.org/jobs)

ONLY ONLINE APPLICATIONS WILL BE ACCEPTED. Please include your cover letter, resume and 3 references as a single Microsoft Word document or PDF file on the Recruitment website.

**Contact:** Ryan Diener, Arkansas State Coordinator, rdiener@quailforever.org or (636) 399-8733

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