



PHEASANTS FOREVER AND QUAIL FOREVER

The Habitat Organization

JOB VACANCY ANNOUNCEMENT

Grazing Specialist – Coordinating Wildlife Biologist

Perham, MN

Application Deadline: 4/30/2021

Anticipated Start Date: 6/1/2021

Overview & Job Duties:

Work in a joint capacity with Pheasants Forever, Inc. (PF), USDA Natural Resources Conservation Services (NRCS), National Fish and Wildlife Foundation (NFWF) and additional partners to promote, accelerate enrollment, coordinate, and implement the voluntary conservation provisions of the Federal Farm Bill and related state, local and other voluntary conservation programs. The focus of this position will be to develop livestock grazing systems on private lands while also looking for opportunities to utilize livestock for grassland management on public land and private land. This position will look for innovative ways to incorporate technology and science to better serve livestock producers and incorporate best management practices to put more livestock and positively impact the quality and quantity of grasslands in Minnesota. Stay up to date with the latest research in coordination with regenerative agriculture and soil health metrics. This position will meet with local chapters of Pheasants Forever and other local partners to influence habitat management efforts and participate in statewide meetings related to grazing and grassland management. In addition, this position will be a leader within the MN Pheasants Forever team in providing the training and knowledge related to grazing for the field team. The incumbent will work from the East Otter Tail Service Center in Perham, MN while covering additional Counties in the area. The incumbent is an employee of Pheasants Forever, Inc. and receives supervision from Pheasants Forever with daily instruction provided by USDA-NRCS staff. The incumbent will serve as a USDA NRCS partner Livestock Grazing Systems Specialist providing grazing/wildlife aspects of all USDA NRCS Conservation Programs and other voluntary programs to private landowners and participants.

Duties:

- Develop Livestock Grazing System Plans with ranch and farm operators and other grassland resource decision-makers. Work with private producers and landowners to incorporate more perennial vegetation into their operations, which will increase nesting and brood rearing habitat on working lands. Perennial vegetation may be introduced grasses and legumes as well as native grasses and forbs where feasible.
- These duties involve working with farm and ranch operators in making range site and pasture condition inventories, analyzing natural resource concerns, calculation of adequate livestock feed and forage, recommending perennial and annual livestock forages, developing livestock watering systems, and developing livestock fencing systems.
- Provide assistance during the establishment of facilitating livestock grazing practices; monitor and document changes in plant communities, rangeland health, pasture condition, vegetative cover, total annual production and soil health resulting from applied livestock grazing systems.
- Utilize and promote innovative approaches such as season long covers that encourage adding livestock back as a crop rotation and as a management tool on the farm.
- Follow-up with operators during conservation practice implementation, determine successes or failure of installed practices and recommend modifications if needed. Identify opportunities for field days and educational events that include producer involvement.
- Utilize the latest techniques through regenerative agriculture and soil health metrics to implement practices.



Required Knowledge Skills and Abilities:

- Ability to communicate clearly and effectively with farmers, landowners and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of range management, plant ecology, animal nutrition, livestock production, soil sciences and/or natural resources management.
- Excellent verbal and written communication.
- Ability to organize, develop, and implement educational and outreach activities, including workshops, seminars, and publications.
- Strong organizational skills.
- Valid driver's license required; some use of personal vehicle required (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance.

Experience Guideline: A Bachelor of Science Degree in Range Management or closely related natural resources field is required.

Starting Salary: Commensurate with Experience + Benefits

Application Requirements: Combine your cover letter, resume and 3 references as 1 *Microsoft Word* document or *Adobe Acrobat* PDF file before uploading to our Recruitment website at: www.pheasantsforever.org/jobs For information regarding the position contact Tanner Bruse, Ag/Conservation Program Manager, at (507)865-1163, or email to tbruse@pheasantsforever.org

Pheasants Forever and Quail Forever are an EEO Employer/Vet/Disabled