Overview: This position is part of a collaborative effort among the USDA Natural Resources Conservation Service (NRCS), Washington Department of Fish and Wildlife (WDFW), and Pheasants Forever to further the delivery of NRCS Working Lands For Wildlife (WLFW) Efforts such as the Sage Grouse Initiative. This position provides range/wildlife technical assistance for the Sage Grouse Initiative and associated Farm Bill conservation programs to agriculture producers and landowners. This position will be an employee of Pheasants Forever Inc. with daily instruction and leadership provided by the WA-NRCS SGI Range Management Specialist and District Conservationist.

Duties:
- Provide technical assistance (wildlife biology and range conservation focus) and guidance to landowners, government agencies, non-government organizations (NGO’s) and others. Training will be provided by NRCS, WDFW, USFWS, Pheasants Forever and other local and state agencies.
- Complete conservation plans and maps, contracts, applications and other required documentation for Farm Bill conservation programs (i.e. EQIP, ACEP, CRP, and SAFE) requiring biological and rangeland science expertise in cooperation with the partners.
- Communicate program requirements, complete site visits to determine eligibility, and develop contracts/plans for applicants enrolling in USDA conservation programs or other state and local conservation programs for the protection, restoration and enhancement of sage grouse habitat.
- Coordinate and participate in field work activities for sage grouse habitat project implementation and work with agricultural producers.
- Coordinate integration and application of biological sciences within the conservation programs in cooperation with the local NRCS District Conservationist and other partners that are consistent with the Field Office Technical Guide.
- Participate in, and often lead the local “Team Approach” to identifying habitat improvement potentials with project funding partners. This includes NRCS, WDFW, USFWS-PFW, PF, and others.
- Participate in and/or facilitate partner meetings to increase understand of all the conservation programs available to landowners
- Utilize available partnerships and funds from USFWS, WDFW, and others, on all projects, as allowed by individual landowners, directing landowners to the conservation program that best fits the resource need.
- Perform other related duties as assigned; including marketing and public outreach regarding SGI and WLFW across the region, help partners with biological surveys, such as annual lek counts, and explore other Farm Bill funded conservation projects the benefit wildlife species identified in the Washington State Wildlife Action Plan as workload allows.

Required Knowledge Skills and Abilities:
- Ability to communicate clearly and effectively with landowners and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of range science and wildlife ecology including the ability to develop prescribed grazing plans that include wildlife habitat management objectives.
- Able to obtain USDA Security Clearance and NRCS Conservation Planning certification.
- Excellent verbal/written communication and organizational skills.
- Valid driver’s license and skillset to drive at high elevation, and often remote locations, on a regular basis and occasionally during inclement weather.
- A general qualification guideline for this position is a Bachelor of Science Degree in Rangeland Science or Wildlife Biology/Management from an accredited university with an emphasis on developing prescribed grazing systems and course work and/or experience on integrating wildlife management principles into the management systems.
- Knowledge of computer skills is required and applicant should be familiar with Word and Excel.
- Ability to use ArcMap and Costumer Service Toolkit would be beneficial.
Physical ability to stand and walk for extended periods of time over rough terrain; lift and move material weighing up to 50 pounds; work in all types of weather conditions.

Strong range background along with a wildlife management degree is preferred

**Training and Experience Guideline:** Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills and abilities. A general qualification guideline for this position is a Bachelor of Science Degree in Wildlife Management or Rangeland Science or closely related natural resources field and/or related field experience.

**Salary:** $38,000 – $40,000 + Benefits

**Application requirements:** Please combine your cover letter, resume and 3 references into 1 *Microsoft Word* document or *Adobe Acrobat* PDF file on the Recruitment website: [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs). If you have any questions, please contact Michael Brown at 831-239-8307 or mbrown@pheasantsforever.org

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