

Job Posting Announcement

Title:	Seasonal Crew Leader -- Mountains to Plains Avian Field Technician (multiple positions)
FLSA Status:	Seasonal / Non-exempt / Hourly
Reports to:	Avian Ecologist (Supervisor)
Direct Reports:	Field Technicians
Location:	Fort Collins, Colorado
Wage:	\$19.45 hourly, limited overtime hours may be required
Duration:	10 weeks (seasonal)
Benefits:	Not eligible
Start Date:	On or around May 9, 2022
Purpose	The crew leaders will participate and lead technicians in avian point count surveys and vegetation monitoring on properties owned and managed by the City of Fort Collins and Larimer County in effort to monitor bird populations and guide management of Natural Areas and Open Spaces.

About the Organization:

Bird Conservancy of the Rockies is a 501-c(3) non-profit that is headquartered at the Environmental Learning Center at Barr Lake State Park with a satellite office in Fort Collins and fieldwork outposts in the Great Plains Region. Bird Conservancy of the Rockies conserves birds and their habitats through an integrated approach of Science, Education and Stewardship.

COVID-19 Policy:

Bird Conservancy is committed to protecting and enhancing the welfare of its employees during the COVID-19 pandemic. As a condition of employment, all newly hired employees must provide to Bird Conservancy's human resources representative proof of full vaccination at employment start date. In addition, Bird Conservancy may require employees to be tested for COVID-19 under certain conditions, including but not limited to, exposure to a person infected with the virus, experience of COVID-19 symptoms or travel outside of the assigned work area. All employees must follow Bird Conservancy's other safety protocols for COVID-19, which are based on current Centers for Disease Control and Prevention (CDC) guidelines. Any proof of vaccination or test results submitted to Bird Conservancy will remain confidential.

Project/Position Overview:

Bird Conservancy of the Rockies conducts long-term monitoring of bird populations located on Natural Areas and Open Spaces open to the public, as well as a few inholdings privately owned by the City of Fort Collins and Larimer County for conservation. Surveys in 2022 will be primarily in foothills shrubland and grassland habitats.

Essential Job Duties and Responsibilities:

- Communicate frequently with Avian Ecologist
- Manage the schedules, survey planning, gear use, and data collection of up to two field technicians
- Oversee field safety of up to two field technicians
- Support Avian Ecologist with COVID-19 related protocol
- Conduct early morning point count surveys for birds following established protocols
- Ensure data quality and adherence to protocols by supervisees
- Interact positively and professionally with landowners, locals and agency employees as needed
- Perform other duties as assigned

Knowledge, Skills and Experience required:

- Twelve months experience in ecological fieldwork
- Prior supervisory/leadership experience
- Ability to train others in the use of field equipment, including maps, rangefinder, wind meter, and GPS
- Exceptional organizational skills
- Ability to manage field logistics and crew schedules
- Driver's license and 4WD experience
- Backcountry experience (including backpacking, off trail navigation, basic survival skills, and grit)
- Ability to hike up to 10 miles a day while carrying a backpack weighing up to 20 pounds
- Attention to detail and ability to exactly follow field protocols
- Ability to learn visual and auditory identification of Front Range birds
- Ability to work independently or with a partner
- Ability to maintain a positive disposition in extreme conditions
- Effective written, verbal, and interpersonal communication skills
- Possess a strong work ethic and enthusiasm for spending 2.5 months conducting fieldwork

Physical Demands / Work Environment:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Moderate level stress
- Capable surveying, hiking, and navigating in the early morning (sometimes dark) on uneven terrain, both on- and off-trail, in variable and extreme weather conditions
- Capable and comfortable working in areas with potentially dangerous wildlife (black bears, mountain lions, rattlesnakes)
- Able to stand, walk and hike for extended periods of time in uneven terrain carrying a backpack weighing up to 20 pounds
- Capable of driving on rough roads, dealing with mud, navigating around cattle and barbed-wire fencing

Material and Equipment Directly Used:

- Standard field equipment (e.g., GPS, maps, laser rangefinder, timer, datasheets, wind meter, and headlamp.
- Standard office equipment (e.g., scanner, printer, and laptop)
- Standard software (e.g., Excel, Word, Google Earth)

To Apply:

Send a cover letter, resume, and contact information for three references IN ONE DOCUMENT (.pdf or .doc) to erin.youngberg@birdconservancy.org. Name your application file as follows: *Lastname_MTP2022_crewleader*. Applications will be reviewed in March 2022 and positions will be filled as suitable applicants are found.