



Point Blue Conservation Science (*formerly PRBO*)
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Conservation Science for a healthy planet.

Point Blue Conservation Science JOB DESCRIPTION

Job Title: Sage Grouse Initiative Partner Biologist

Location: Alturas, CA

Group: Emerging Programs and Partnerships

Hours/Benefits: Full time w/competitive benefits

Point Blue Conservation Science's Vision

Point Blue advances conservation of birds, other wildlife and ecosystems through innovative research, restoration, outreach and extensive partnerships. Our highest priority is to reduce the impacts of habitat loss, climate change and other threats to wildlife and people, while promoting adaptation to the changes ahead. Point Blue will achieve this by conducting further research on ecological processes and by developing and disseminating science-based solutions to mitigate the negative impacts of these changes. Because of our work today, healthy ecosystems will continue to support thriving wildlife and human communities in California and beyond, on land and at sea.

Job Summary

The Sage-Grouse Initiative Partner Biologist is a partnership position between the USDA Natural Resources Conservation Service (NRCS) and Point Blue Conservation Science that will focus on providing *value added* delivery of wildlife conservation programs on working lands through Farm Bill and other federal and state funding programs. The Partner Biologist will actively participate with NRCS Field Conservationists, working lands producers, and other resource professionals in the development of ranch and farm conservation plans, including resources assessments, conservation practice design and implementation. In particular, they will seek to expand the adoption of upland wildlife habitat and prescribed rangeland management practices under NRCS Farm Bill habitat conservation programs working closely with the NRCS Sage-Grouse Initiative. The Partner Biologist will also be involved with assessment and monitoring of conservation practices that have been applied on those working lands. This position will provide technical assistance with NRCS field conservationists to working lands producers whose primary focus is on the implementation of conservation in rangeland, cropland, forested, wetland, and riparian habitats. This position, dependent on funding, is intended to be a *full time position* for a 3-year term with benefits. The position will be located in the NRCS Alturas Field Office, covering Modoc County in California and Washoe County in Nevada.

Essential Duties

- Provide technical assistance, planning, and program support to NRCS Field Conservationists and working lands producers on habitat conservation programs (e.g. SGI, EQIP, WRE, etc)
- Build trust with and enroll working lands producers into conservation practices using Farm Bill and other federal, state, and local programs.
- Develop technical proficiency in the use of NRCS Conservation Planning process and NRCS technical tools such as Soil Data Mart, Ecological Site Descriptions, Wildlife Habitat Assessments, and Stream Visual Assessment Protocol 2.
- Initiate and sustain cooperative working relationships with NRCS Field Conservationists, working lands producers, other federal, state and local agencies, tribes, conservation groups and other resource professionals.
- Provide technical support for the incorporation of fish and wildlife habitat considerations into working land producers' conservation plans, including pre- and post-implementation monitoring.
- Identify needs for and assist with the development of wildlife habitat-related education and outreach materials.
- Provide fish and wildlife habitat assessment, management, restoration, and monitoring-related training, workshops, and field sessions to NRCS Field Conservationists, working lands producers, and other conservation partners.
- Coordinate with NRCS District Conservationist, Area and State Office for technology delivery.

Job Specifications

- Prefer 3-5 years' experience in working with planning, design, assessment, management, restoration, and monitoring of wildlife habitat on private, public, or tribal lands.
- Prefer on-the-ground experience with fish and wildlife habitat management, restoration and enhancement techniques, conservation practices and tools used on sagebrush, sage-steppe, aspen, wet meadows and riparian areas.
- Strong working knowledge of the flora and fauna of sagebrush, sagebrush-steppe, aspen, wet meadows, and other lands of northeast California and northwest Nevada.
- BA/BS degree in a conservation related field, preferably in wildlife biology, range or forest ecology.
- Basic experience and knowledge of USDA Farm Bill Conservation Programs
- Prefer experience and understanding of range and forest management principles and implementation of grazing management systems that are beneficial to both domestic livestock and fish and wildlife resources.
- Strong interpersonal skills, proven ability to work collaboratively and remain flexible under pressure.
- Prefer entrepreneurial and fund-raising experience.
- Strong communication skills (oral, written, and presentation) are required.
- Strong organizational skills, ability to multi-task and prioritize daily and long term objectives and tasks is required. Attention to detail and exceptional follow-up skills are critical.
- Ability and desire to work with a diverse group of people including state, federal, tribal, and non-government resource professionals, working lands producers, and the general public.
- Excellent computer skills (Microsoft Office Suite, GIS software and Internet) are required.
- Requires ability to work outdoors under variable weather. Requires mobility over various terrains.

- Have or obtain a valid California driver's license

Compensation and Benefits

Salary: ~ \$45K/year, depending on education and experience.

Point Blue offers competitive compensation commensurate with experience, 100% medical and dental premium coverage, partial coverage of dependents including domestic partners, long term care insurance, optional vision, life insurance, short term and long term disability insurance coverage, as well as generous leave time and 401(k) Plan matching contribution, per conditions outlined in Point Blue's personnel manual.

Application Requirements

Email resumes to: wgilgert@pointblue.org by April 17th, 2015. Please include a 1 page cover letter explaining your interest and qualifications. Please put "Alturas RWI Partner Biologist" in the subject line. No calls please. Equal Opportunity Employer. For additional information about Point Blue and highlights of current programs, see www.pointblue.org.

Point Blue is an equal employment opportunity employer and does not discriminate against applicants or employees because of race, color, religion, national origin, sex, age, sexual orientation, citizenship status, disability status of an otherwise qualified individual, membership or application for membership in a uniformed service or membership in any other class protected by applicable law and will make reasonable accommodation for applicants with disabilities to complete the application and /or participation in the interview process.