POSITION DESCRIPTION

Avian Field Technician

Reports to: Avian Conservation Program Manager
Location: Olympia, Washington
Type: Seasonal/Temporary Full Time (1.0 FTE); Non-Exempt
Compensation: $16.50-18.00 Hourly - DOE; with benefits

The Center for Natural Lands Management (CNLM) is a nonprofit, 501(c)(3), organization, created in 1990, whose mission is the perpetual stewardship of lands that are natural open areas, sensitive species and their resident ecosystems. Current operations are in California and Washington.

Currently, seventy-five preserves, encompassing over 50,000 acres throughout California, are under the management of the Center, with new preserves added regularly. The preserves vary in size from three to thousands of acres and are managed under direct ownership, conservation easements, or management contracts.

In the State of Washington, CNLM's South Puget Sound Program focuses on conservation of one of the rarest ecosystems in the United States, the prairie and oak woodlands of Cascadia, especially those lands and habitats within the South Sound Region. In that Region, the Program aims to protect, restore habitats, and support recovery of rare species that are federally listed or candidates for federal listing.

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The Avian Field Technician will work with a team conducting avian research and monitoring at a number of sites in western Washington and Oregon, including but not limited to: the lower Columbia River (LCR) and Joint Base Lewis-McChord (JBLM) in South Puget Sound. Primary duties will include, but are not limited to: conducting bird surveys (larks standardized surveys, point counts, and line transects), mapping territories, finding and monitoring nests, re-sighting color-banded birds, conducting behavioral observations, sampling vegetation, and entering data. Field work will be conducted on deposition islands in the LCR and on prairie training sites and active airfields on JBLM. Technician will clearly collect data, meticulously manage it, and be detail oriented in observation and documentation. The technician should be able to identify local grassland and oak bird species by sight and ear, or quickly learn. The technician will work closely with supervisor to communicate information about status and location of lark nests to site managers. Previous experience working with birds is preferred, but not required.
The Avian Field Technician is a full-time, seasonal, non-exempt position supervised by the Avian Conservation Program Manager.

Successful applicants should have a keen interest in avian research and conservation, demonstrate excellent communication skills, be able to work independently and in a team setting, and be comfortable working on an active military base. This position entails a sound work ethic, interpersonal skills, and positive attitude during long field days. Development of positive and effective relationships with partners, including but not limited to JBLM and U.S. Army Corps of Engineers, is critical. The Technician must also be able to work independently, completing substantial tasks without direct supervision or through the supervision of conservation partners, including federal and state agency personnel, such as the WA Dept. of Fish and Wildlife, US Fish and Wildlife Service, and JBLM. The South Sound Prairie Program is science-based and the Technician will be required to document and appropriately file all data pertinent to the operations on a regular basis.

The Technician is expected to be an integral member of the CNLM’s South Sound Program. The Technician will become a staff information source on the effective and efficient implementation of restoration and conservation actions. The Technician will need to effectively communicate with partners, volunteers and the public concerning specific work and the work of the South Sound Program and the Center for Natural Lands Management.

RESPONSIBILITIES

- Conduct quantitative and qualitative monitoring of grassland birds under the guidance of Avian Monitoring Team members and partner’s scientists.
- Track birds with binoculars and spotting scope, document and communicate their status and locations, and be sensitive to ground nests underfoot.
- Operate equipment such as binoculars, spotting scope, GPS, two-way radios, telemetry receivers, and other light equipment.
- Conduct routine maintenance of all equipment used in implementing duties.
- Maintain state-of-the-art knowledge of the avian monitoring techniques utilized by the team. Communicate the correct and safe implementation of these techniques to other crewmembers, partners and volunteers.
- Understand and be able to communicate clearly the value and benefit of bird, and specifically lark, conservation and recovery to the military mission.
- Work collaboratively with resource agencies, consultants, and other conservation organizations.
- Assist with other natural resource management operations as requested including tree planting, herbicide application and controlled burning activities.
- Fulfill other duties as assigned.
REQUIREMENTS:

- BA/BS/AS/Technical or vocational degree in science-related field or equivalent combination of education and experience
- Experience working with or knowledge of natural systems; ability to recognize plant and animal species as required to complete position activities. Knowledge of ecological land management principles.
- Ability to follow protocols and instructions from colleagues
- Ability to manage time and diverse activities under deadlines while delivering quality results
- Ability to perform physical work, sometimes under adverse conditions or in inclement weather
- Obtain related licenses or certifications such as first aid, CPR, herbicide application, driver’s license, Firefighter Type II qualification.
- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers) and familiarity with ArcMap GIS and other database systems.

WORKING CONDITIONS

- Regularly works on an active military installation training grounds and airfields, and conducts work within native habitats and uneven ground.
- Regularly sits or stands at a desk or computer workstation.
- Regularly required to operate a CNLM vehicle.
- Frequently works alone.
- Responsible for some evening and weekends including travel.

CNLM is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, marital status or sexual orientation, in accordance with federal and state law.

The above statements are intended to describe the general nature of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. CNLM management reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.

This position description does not constitute an employment agreement between the CNLM and the employee and is subject to change by CNLM as the needs of the CNLM and requirements of the job change.
TO APPLY: Qualified applicants must provide a detailed letter of interest, current résumé or curriculum vitae, and three professional references (names, affiliations, and contact information only). All applications will be acknowledged.

Email these materials to: careers-avian@cnlm.org

If email is not possible, the application can be mailed to:

Center for Natural Lands Management
Attention: Human Resources
27258 Via Industria, Suite B
Temecula, CA 92590