

Klamath Bird Observatory



Advancing bird and habitat conservation through science, education, and partnerships

KBO is seeking a permanent, full-time Avian Field Biologist to join our team beginning April 2022

Position Description: Klamath Bird Observatory (www.KlamathBird.org) seeks to fill a position with primary responsibilities to support ongoing long-term avian monitoring and applied ecology studies that advance bird conservation. The Biologist will have a primary role in one to several projects and a support role in other research and monitoring studies. Implementation of field studies is a primary responsibility; hiring, training, and supervising seasonal field crews, and managing field logistics. This includes developing and coordinating with project partners and private landowners, data management, and analysis and reporting. Field studies may include multiple avian survey methodologies such as point count, nest searching, mist-netting and bird banding, and species-specific survey protocols. The Biologist will complete field surveys as needed. In addition, the Biologist will support all aspects of KBO's operations on an as need basis. Annual salary \$38,000 with a 15% cash benefit (in lieu of healthcare and retirement). To apply, please send a cover letter, CV/resume, and contact information for 3 references to crg@klamathbird.org

Primary Job Duties

Fieldwork organization

- Recruit and hire seasonal field crews (i.e. field technicians and/or interns)
- Coordinate and maintain field station housing or camping as needed
- Draft and maintain survey schedules
- Manage inventory and purchase of field supplies
- Prepare protocols and field data forms
- Lead field and classroom-based protocol training
- Lead coordination of field training with external partners
- Manage seasonal use of KBO office and computers by field crews
- Manage vehicles year-round; provide training and oversee vehicle use by seasonal field crews
- Manage project expenses and provide support for project accounting

Fieldwork oversight

- Provide daily supervision, training, support, and coordination of seasonal field crews
- Ensure safety protocols are understood and followed by seasonal field crews
- Provide daily safety check-ins for seasonal field crews; be available via cell phone at all times until the crew is out of the field for the day; be available on off-days for crews in KBO housing when applicable
- Be flexible to regularly meet logistical needs on evenings and weekends during the field season (April-October)



-
- Perform field work as needed; flexibility to camp or work at remote field stations for short durations
 - Review completed field data forms regularly throughout the field season for mistakes and communicate with crew in a timely manner about data quality issues
 - Maintain an up-to-date checklist of fieldwork completed, cross-referenced with data that has been turned in from seasonal field crews
 - Scan completed field forms in a timely manner throughout the field season
 - Ensure all scheduled field work is completed; communicate obstacles to supervisor immediately
 - Coordinate and supervise data entry; complete data entry as needed

Additional programmatic work

- Coordinate with colleagues to keep project logistics up to date
- Perform QA/QC data queries and editing
- Write end-of-season summary reports and other project reports
- Assist in the development of study design; manage geospatial data and prepare field maps for new projects as directed
- Be adaptable to handle last minute assignments and organizational needs
- Contribute project specific goals and objectives to annual planning
- Support reporting and manuscripts through data preparation, analysis, and writing
- Present research findings at scientific conferences
- Participate in local and regional professional networks as needed
- Participate in community outreach activities and develop project-specific content for blogs, website, and social media
- Market science projects to partners and community
- Contribute to internal diversity, equity, and inclusion efforts
- Support project development and grant-writing as directed
- Support all aspects of KBO's operations on an as need basis

Minimum Qualifications

- Combination of education and experience equivalent to a Bachelor's degree in the Natural Sciences and a minimum of two years of field experience and one year of project management
- Experience in field studies, preferably with avian monitoring techniques, and willingness to work as a team member for a growing non-profit organization
- Good physical condition with ability and positive attitude to work in rough terrain, in inclement weather, in areas with poison oak, ticks, biting/stinging insects, rattlesnakes, black bears, and cougars
- Willingness to travel and work remotely on a regular basis
- Must provide and maintain reliable transportation, a valid driver's license, and meet minimum driving record and insurance requirements
- Effective until further notice, KBO will require that all Employees and Student Interns be fully vaccinated for COVID-19, and be able to provide proof of vaccination status



Desirable Knowledge, Skills, and Abilities

- Two seasons of point count experience and proficient with identification of western birds by sight and sound
- North American Banding Council Trainer-level certification, or the equivalent in songbird banding and mist netting training ability and experience
- Experience with avian monitoring methodologies and familiarity with research design
- Knowledge of avian natural history and ecology
- Experience implementing field studies, specifically avian studies
- Experience with intern management or supervision of field crews
- Experience with fundamental statistics and analysis of avian data
- Good oral and written communication skills, including technical science writing
- Ability to represent KBO to partners and the public
- Experience with public speaking
- Experience with data management and analysis programs (Access/Excel/R/PCord or Primer)
- Experience with ArcGIS
- Good attention to detail and ability to multi-task in a busy work environment
- Ability to work with others, both internally and externally
- Ability to collect meticulous data
- Ability and positive attitude to work long days in the field beginning before sunrise
- Ability and positive attitude to hike in rough and steep terrain in inclement weather, in areas with poison oak, ticks, biting and stinging insects, rattlesnakes, black bears, and cougars
- Ability to drive on unmarked narrow forest roads
- Experience with fleet management and supply maintenance