

# Klamath Bird Observatory

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



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## Job Announcement

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**Job Title:** Biologist (Full Time)

**Salary:** \$38,000 plus a 15% cash benefit (in lieu of health/retirement benefits)

**Location:** Ashland, Oregon; regular travel required

**Application:** Send a cover letter, resume, and 3 professional references to Jaime Stephens (jlh@klamathbird.org)

**Application Deadline:** Review of applications will begin July 25<sup>th</sup> and continue until filled

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**Job Description:** The primary responsibility of the Biologist is to support avian long-term monitoring and applied ecology studies within the context of Klamath Bird Observatory's mission to advance bird and habitat 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 summary 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.

**About KBO:** Klamath Bird Observatory advances bird and habitat conservation through science, education, and partnerships. We use birds as indicators of the healthy and resilient ecosystems on which we all depend. Our program areas reflect the highest conservation priorities for reversing the decline of western bird populations and the habitats on which they depend. Our current applied ecology programs focus on improving management and restoration of conifer forests, oak woodlands, riparian habitats, and alpine meadows. Our theoretical research improves our understanding of historic, current, future population trends of birds in those same ecosystems and studies birds throughout their full annual life cycle to identify the limiting factors that birds face during breeding and non-breeding seasons. We bring our results to bear through science delivery involving partnership driven engagement in conservation planning, informing the critical decisions being made today that will have lasting influences on the health of our natural resources well into the future. Klamath Bird Observatory is striving to maintain and build upon our positive, supportive, and inclusive work culture.

### Primary Job Duties:

- 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 or assist with field and classroom-based protocol training
- Manage vehicles year-round; provide vehicle training for seasonal crews
- 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)



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- 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
  - Ensure all scheduled field work is completed; communicate obstacles to supervisor immediately
  - Coordinate and supervise data entry; complete data entry as needed
  - 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
  - Support reporting and manuscripts through data preparation, analysis, and writing
  - Present research findings at scientific conferences
  - Participate in community outreach activities and develop project-specific content for blogs, website, and social media
  - Support project development and grant-writing as directed
  - Demonstrate a commitment to diversity, equity, and inclusion through continuous development, modeling of inclusive behaviors, and proactive management of bias

**Qualifications:**

- Combination of education and experience equivalent to a Bachelor's degree in the Natural Sciences, one year of field experience, and one year of project management
- Experience implementing field studies, specifically avian studies, point count methodologies, 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 preferred
- 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
- Willingness to manage field residences including regular maintenance and rigorous implementation of established pest management protocols
- Experience with intern management or supervision of field crews
- Experience with data management and analysis programs (Access/Excel/R/ArcGIS)

It is Klamath Bird Observatory policy to provide a work environment free from unlawful discrimination or harassment on the basis of race, color, religion, gender, gender identity, gender expression, sex, sexual orientation, national origin, marital status, age, expunged juvenile record, performance of duty in a uniformed service, physical or mental disability, or any other characteristic protected by local law, regulation, or ordinance.

Effective June 21, 2021, and 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.