

Klamath Bird Observatory

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



Job Announcement

Job Title: Ecologist and Partnerships Coordinator (Full Time)

Salary: \$46,000-\$47,000 plus a 15% cash benefit (in lieu of health/retirement benefits)

Location: Ashland, Oregon; regular travel required

Application: Send a cover letter, resume, writing sample (report or manuscript), and 3 professional references to Jaime Stephens (jlh@klamathbird.org)

Application Deadline: Position is open until filled with applications currently under review; send an inquiry to jlh@klamathbird.org for a status update

Job Description: The primary responsibility of the Ecologist and Partnerships Coordinator is to inform forest management and restoration efforts using best available science within the context of Klamath Bird Observatory's mission to advance bird and habitat conservation. They will engage with existing collaborations, and work to develop new and diverse partnerships that promote resilience, sustainable management, economies, and community well-being in oak and conifer forest ecosystems. This work will contribute to a larger western program of Partners in Flight conservation delivery. Core job duties include coordinating and leading restoration partnerships (e.g. Klamath Siskiyou Oak Network) and contributing to forest collaboratives to provide expertise to inform planning and evaluate success. Grant writing and ongoing partnership building will be essential job duties. In addition, the Ecologist and Partnerships Coordinator will provide project support for long-term monitoring, applied ecology studies, and species-specific research. Depending on qualifications, the ecologist may contribute to study design, field survey training and oversight, data management and quality control, statistical analyses, report and manuscript writing, and community and scientific presentations.

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.

Job Duties (to include, but not limited to):

- Serve as the Coordinator for the Klamath Siskiyou Oak Network (KSON) – a collaborative regional partnership working to conserve oak habitats on private and public lands in southern Oregon and northern California; plan and facilitate meetings, manage notes and files, and respond to inquiries
- Advance the KSON Strategic Action Plan, share content and engage partners through communications, presentations, and development of outreach materials
- Advance tribal partnerships for oak restoration
- Contribute to forest collaboratives, provide expertise specific to bird conservation and the application of birds as focal species to inform planning and evaluate success
- Review NEPA documents, timber plans, and restoration prescriptions
- Communicate conservation objectives and scientific findings to land managers through personal engagement and the development decision support tools in a variety of formats



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- Contribute to development, design, and review of research studies to inform restoration planning and measure success
 - Provide project support for long-term monitoring, applied ecology studies, and species-specific research
 - Supervise seasonal and full-time staff as needed
 - Coordinate and manage field work including scheduling, vehicle management, data collection, data quality control, data entry, and data management as needed
 - Produce manuscripts for publication in peer-reviewed journals, including statistical analysis and scientific writing
 - Present research findings at scientific conferences
 - Complete programmatic fundraising, including grant writing and contract acquisition
 - Manage contracts, track budgets, and complete project reporting
 - Collaborate with the Science Director to set annual program-specific goals and objectives and develop and manage program budgets
 - 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/or experience equivalent to a Master's or PhD in Natural Sciences, Forestry, Natural Resource Management, Ornithology, and/or Social Science
- Must provide and maintain reliable transportation, a valid driver's license, and meet minimum driving record and insurance requirements
- In-person work and regular travel will be necessary when public health guidelines allow
- Knowledge of western forest ecosystems, silviculture, and restoration techniques
- Successful track record of working effectively with diverse communities and partnerships
- Field experience with restoration, timber management, and/or bird conservation
- Good organizational skills and ability to meet deadlines
- Excellent facilitation skills
- Experience in personnel management and supervision
- 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
- Proficient with current statistical methods and analytical programs (e.g. R, ArcGIS) for advanced mapping and analyses
- Understanding of grant writing including foundation, federal, and other funding sources Excellent scientific writing skills; experience with report and manuscripts
- Excellent popular writing skills; experience with social media, web, blogs, and communications
- Experience with public speaking in field, community, and professional settings Ability to represent KBO's non-advocacy approach of conservation-relevant science to partners and the public, and within professional networks

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.