

Klamath Bird Observatory

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



Job Announcement

Job Title: Research Biologist (Full Time)

Salary: \$46,000 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 25th and continue until filled

Job Description: The primary responsibility of the Research Biologist is to lead avian long-term monitoring and applied ecology studies and associated science-delivery within the context of Klamath Bird Observatory's mission to advance bird and habitat conservation. The Research Biologist will oversee all aspects of the avian point count monitoring program. Responsibilities include oversight of 1-2 full time staff (Field Technician or Biologist) and direct or indirect oversight of 4-8 seasonal Field Technicians. Job duties include field methodology, vehicle, and safety training; management of field supplies and vehicles; data management and quality control; statistical analyses; report and manuscript writing; community and scientific presentations; grant writing; and ongoing partnership building. The Research Biologist will engage with existing collaborations, and work to develop new and diverse partnerships that promote resilience, sustainable management, economies, and community well-being in western ecosystems.

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:

- Oversee all aspects of KBO's avian point count program
- Coordinate and manage field work including scheduling, data collection, data quality control, data entry, and data management
- Supervise a full-time Biologist and/or Field Technician
- Oversee the recruitment and hiring of a seasonal field crew; provide supervision to seasonal field crew members and/or to a crew lead
- 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 emergencies
- Be flexible to regularly meet logistical needs on evenings and weekends during the field season (April-July)
- Lead a two-week point count training program at the onset of the field season and additional training as needed
- Provide additional training to external partners



-
- Oversee the management of a fleet of field vehicles throughout the year
 - Facilitate permit needs for the point count program including application and annual reporting requirements
 - Lead the development, design, and review of research studies
 - Produce manuscripts for publication in peer-reviewed journals, including statistical analysis and scientific writing
 - Present research findings at scientific conferences
 - Communicate conservation objectives and scientific findings to land managers through personal engagement and the development decision support tools in a variety of formats
 - Contribute to forest collaboratives, provide expertise specific to bird conservation and the application of birds as focal species to inform planning and evaluate success
 - 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 experience equivalent to a Master's or PhD in Ornithology or a related field, two years of field experience, and two years of project management
- Knowledge of avian ecology, western forest ecosystems, silviculture, and restoration techniques
- Successful track record of working effectively with diverse communities and partnerships
- Field experience with avian methodologies, including point counts
- Additional experience with restoration, timber management, and/or bird conservation preferred
- Experience in personnel management and supervision
- 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
- 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
- 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

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.