

Klamath Bird Observatory

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



Job Announcement

Job Title: Science Director (Full Time)

Salary: \$72,000-\$74,000 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 three professional references to Jacob McNab (jmm@KlamathBird.org)

Application Deadline Extended: Review of applications will begin December 5th and will continue until the position is filled

Job Description: The Klamath Bird Observatory (KBO) Science Director will work with our Executive Director and Conservation Director to lead our conservation science programs and develop an exciting and actionable research agenda for the future. This will include program development and design, implementing new and existing programs, and delivering relevant conservation results from KBO's research and monitoring programs. In general, KBO's science programs involve long-term monitoring, applied ecology studies, species-specific full annual cycle research, and informatics and data science. Job duties include supervising Science Team staff, overseeing fieldwork (including mist-netting and banding, target-netting and tagging, point counts, single-species monitoring protocols, spot-mapping, nest searching, and associated vegetation surveys), data management, analysis, writing technical reports and peer-reviewed publication, and science delivery. The Science Director will collaborate with a diverse suite of domestic and international partners to inform resource management strategies and conservation actions that improve outcomes for birds and ecosystems. It is the responsibility of the Director to raise funds for the Science Team, develop annual budgets, participate in organizational operations, and contribute to strategic planning.

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, and 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:

Coordinate Conservation Science Programs

- Lead and/or collaborate on the development, design, management, and review of monitoring and research studies, including long-term monitoring, effectiveness monitoring, and theoretical research



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- Fundraise for science programs through grant writing, contract and agreement procurement, and donor development and support
 - Advance KBO's robust body of science focused on bird populations and their response to management and/or restoration of mixed-conifer forests, oak woodlands, riparian, and montane meadows of Oregon and northern California throughout the Pacific Northwest, and internationally
 - Using multiple field methodologies and tools to lead long-term monitoring efforts, including a 25+ year banding program; applied ecology studies; and full-lifecycle limiting factors research
 - Ensure field work is completed in a thorough, timely, and safe manner; support staff needs for supply acquisition and vehicle management
 - Oversee and implement data management and analysis efforts
 - Lead and/or contribute to the report, manuscript, and conservation plan writing
 - Regular travel across the Pacific Northwest, throughout the United States, and Internationally as needed for project development and management

Manage Science Team

- Manage Science Team, providing daily supervision, training, and assistance; conduct performance evaluations and support professional development
- Coordinate and oversee training in standard field methodologies (e.g. point counts, spot-map, nest search, banding, tagging) as needed
- Work with field staff to problem solve and adapt when unexpected issues arise, potentially even filling in on field crews as needed
- Be available to respond to occasional unexpected needs and emerging issues during the field season (mid-April to late-October), including evenings and weekends

Develop and Nurture Partnerships and Collaborations

- Contribute to regional partnerships, including forest collaboratives, providing expertise specific to bird conservation and the application of birds as focal species to inform planning and evaluate success
- Participate and hold leadership roles in local and regional professional networks
- Present research findings at scientific conferences and to conservation partners
- Work with the Communications Specialist to integrate scientific findings into education and outreach materials and engage in outreach activities

Strategic Leadership

- Work with the Executive Director to set annual program-specific goals and objectives and develop and manage program budgets and staff workplans
- Collaborate with the Conservation Director to align research and monitoring with priority conservation opportunities
- Serve as a member of the Leadership Team, providing input on KBO's overall operations
- Serve on Human Resources Team, making professional development and/or personnel action recommendations to the Executive Director
- Demonstrate a commitment to diversity, equity, inclusion, and justice (DEIJ) through continuous development, modeling of inclusive behaviors, proactive management of bias, and integration of KBO's DEIJ priorities into implementation of our Conservation Science Programs



Qualifications:

Required

- Combination of education and/or experience equivalent to a PhD in the Natural Sciences or Ornithology and an additional six years of relevant experience
- Knowledge of avian ecology
- Experience with research design, implementation, analysis, and manuscript writing
- Robust experience in personnel management and supervision
- Sound decision-making and problem-solving skills
- Ability to work with minimal oversight when appropriate
- Demonstrated organizational skills and ability to meet deadlines
- Attention to detail in writing, product development, and work and office management
- Excellent scientific writing skills reflected in reports and manuscripts
- Computer management and programming proficiency and advanced statistical analysis and data management skills, including use of R, ArcGIS, and Microsoft Access and/or knowledge of other relevant software programs and packages
- In-person work and regular travel will be necessary as public health guidelines allow
- Ability to hike in rough and steep terrain; in inclement weather; and in areas with poison oak, ticks, biting and stinging insects, rattlesnakes, black bears, and cougars while maintaining a positive attitude
- Ability to develop, implement, track, and manage a budget at the divisional level
- Valid driver's license and ability to meet minimum driving record and insurance requirements

Preferred

- Familiarity with western forest and wetland ecosystems and related conservation and management practices
- Successful track record of grant writing, including foundation, federal, and other funding sources
- Excellent popular writing skills
- Experience with social media, web, blogs, and communications
- Ability to represent KBO's non-advocacy approach to producing conservation-relevant science to partners and the public and within professional networks
- Ability to represent KBO to funders, grantors, and the public
- Demonstrated ability to develop and maintain partnerships and experience specifically with bird conservation partnerships (e.g. North American Bird Conservation Initiative, Partners in Flight), forest collaboratives, and/or similar conservation partnerships
- Notable experience and high comfort level with public speaking in field, community, and professional settings
- Provide and maintain reliable transportation

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.