

Klamath Bird Observatory

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



Job Announcement

Job Title: Bird Banding Program Manager (Full Time)

Salary: \$49,500 to \$53,000 & 15% cash benefit (in lieu of health coverage)

Location: Ashland, Oregon

Application: Please send a cover letter, resume, writing sample (report or manuscript), and three professional references to Jacob McNab (jimm@klamathbird.org).

Application Date: Posted February 1, 2023; Accepting applications until filled

Job Description: Klamath Bird Observatory seeks to fill a Bird Banding Program Manager position with primary responsibilities to support ongoing avian long-term monitoring and applied ecology studies that advance bird conservation. The Program Manager will oversee all aspects of our long-term (>25 years) bird banding program, which currently includes the operation of six constant-effort bird banding sites from May through October and application of a regional dataset that represents decades of demographic data collection at over 50 locations. In addition, the Program Manager will provide project support for species-specific studies that include auxiliary marking (e.g., color-bands, data loggers, transmitters, etc.) and biological sampling (e.g., feathers, blood, cloacal swabs). Job duties include personnel management (e.g., recruitment, supervision, and ongoing banding training for a seasonal crew of domestic and international student interns); management of KBO's multi-facility Upper Klamath Field Station; data management and quality control; statistical analyses; report and manuscript writing; community and scientific presentation; program development and grant writing, and ongoing partnership building. KBO's banding field crew is based in the Upper Klamath Basin, Oregon and field work requires regular camping at remote banding sites. This position has split duty stations (six months in the in the Klamath Basin, Oregon and six months in Ashland, Oregon) and requires regular travel throughout southern Oregon and northern California.

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

- Oversees all aspects of KBO's long-term bird banding program
- Coordinates and manages field work including scheduling, data collection, data quality control, data entry, and data management
- Recruits and supervises seasonal interns including international students
- Coordinates a rigorous, academic-style intern training program based on the North American Banding Council (NABC) Curriculum
- Coordinates annual bird banding workshops and individual training instruction for external participants, also following the NABC Curriculum
- Collaborates with partners to implement NABC certification sessions
- Coordinates and oversees regular community outreach visits to banding stations
- Manages Upper Klamath Field Station, including of 3-4 facilities dispersed in the Upper Klamath Basin
- Maintain field vehicles and equipment throughout the year
- Manage various permits including federal and state marking and take permits, research permits, and other special use permits, including annual reporting requirements
- Contributes to the development, design, and review of research and monitoring studies



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- Assists with programmatic development and operation of various tracking projects involving use of color banding and other avian tracking technologies (Motus, geolocation devices, etc.)
 - Performs data analysis including banding, point count, and other avian monitoring data types
 - Completes annual project reporting
 - Produces technical reports and manuscripts for publication in peer-reviewed journals
 - Presents research findings at scientific conferences
 - Is responsible for grant writing and contract acquisition
 - Markets science projects to partners and community
 - Communicates bird conservation objectives and scientific findings to land managers
 - Participates and holds leadership roles in local and regional professional networks
 - Collaborates 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.

Minimum Qualifications:

- Combination of education and experience equivalent to a Master's or PhD in the Natural Sciences and an additional two years of project management
- North American Banding Council Trainer-level certification, or the equivalent in songbird banding and mist netting training ability and experience
- Must provide and maintain reliable transportation, a valid driver's license, and meet minimum driving record and insurance requirements

Knowledge, Skills, and Abilities

- Experience in personnel management, supervision, and training and evaluation of field crews
- Good organizational skills and ability to meet deadlines
- Good attention to detail and ability to multi-task in a busy work environment
- Familiarity with federal and state marking and take permitting processes
- Advanced written and oral communication skills
- Comfortable with public speaking in field, community, and professional settings
- Ability to represent KBO and KBO's non-advocacy approach of conservation-relevant science to partners, the public, and within professional networks
- Beginner to intermediate Spanish speaking skills
- Excellent scientific writing skills; experience with report and manuscripts
- Experience with grant writing
- Experience with study design and multiple avian monitoring methodologies (point count, area search, mist-netting and bird banding, and species-specific survey protocols)
- Proficient with data entry and data management (Access, Excel, Bandit/Bander Portal)
- Proficient with current statistical methods and analytical programs (e.g. R, ArcGIS) for advanced analyses of avian banding and count data
- Ability to develop, implement, track, and manage a budget for multiple projects within a program



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- Ability to maintain a positive attitude while working long days in the field, beginning before sunrise
 - Willingness to live in a remote area and camp on a regular basis from May through October
 - Ability to manage multiple field residences including regular maintenance and rigorous implementation of established pest management protocols
 - Good physical condition with ability to work in rough terrain, inclement weather including wildfire smoke, and make safety-first decisions

Other:

- Must provide and maintain own transportation, a valid driver's license, and meet minimum insurance requirements.
- 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, sexual orientation, national origin, marital status, age, current or past 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 "up-to-date" for COVID-19, and be able to provide proof of vaccination status.

About KBO: Klamath Bird Observatory achieves bird conservation in the Pacific Northwest and throughout the ranges of our migratory birds. Emphasizing high-caliber science and the role of birds as indicators, we inform and improve natural resource management. Klamath Bird Observatory's collaborative conservation planning approach is fueled by: 1) Long-term monitoring that provides information about changes in bird populations; 2) In-depth theoretical research that advances our understanding of distribution and movements; and 3) Applied ecology that addresses natural resource management challenges. Recognizing that conservation occurs across many fronts, we also nurture an environmental ethic through community outreach and education. Through career development, community and professional education, and international capacity building, KBO has a history and commitment to diversifying the fields of conservation science and sustainability education.