

# AR Farm Bill Wildlife Biologist I or II - location negotiable

Regular Full-Time Technician

US

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## Pheasants Forever and Quail Forever

### *The Habitat Organization*

#### **JOB VACANCY ANNOUNCEMENT**

#### ***Arkansas Farm Bill Wildlife Biologist I or II***

**Location:** Office location flexible to Melbourne, Mountain Home, Mountain View, or Heber Springs, AR. County coverage includes Izard, Baxter, Stone, and Cleburne Counties.

**Application deadline:** September 22, 2024

**Anticipated start date:** October/November 2024

**Overview:** In partnership with the Arkansas Game and Fish Commission and the USDA-Natural Resources Conservation Service's (NRCS) Working Lands For Wildlife Initiative; the FBB will serve to coordinate and implement wildlife-related conservation programs and provide technical assistance within their assigned counties. This position is a full-time permanent employee of Pheasants Forever and Quail forever and will prioritize work within assigned Focal Landscapes throughout North Arkansas and will provide service across multiple counties. Staff will work in joint capacity with AGFC, NRCS, AFD, and the Farm Service Agency (FSA) to promote, coordinate and implement conservation provisions of the Federal Farm Bill (EQIP, WLFW, RCPP, CRP, CCRP, & CSP). This position will also assist in promoting and implementing AGFC's state cost-share programs as well as other relevant federal, state, or local funding programs or initiatives. General Duties will include wildlife habitat planning, contract coordination, writing plans, site assessment and reporting. Biologists will provide technical assistance for wildlife habitat enhancement techniques to private landowners and public organizations. Meet with local chapters of Quail Forever to help coordinate habitat management efforts and participate in county and statewide habitat meetings. Meet regularly with AGFC, QF and USDA NRCS staff to coordinate technical assistance efforts.

#### **Job duties:**

- Provide technical assistance (wildlife habitat focus) and guidance to private landowners, government agencies, non-government organizations and others.

- Assist partner agencies with the implementation of Farm Bill Conservation Programs, such as EQIP, RCPP, CSP, CRP, and other relevant wildlife conservation programs, such as AGFC's CIP and AFW, and AFD's Forest Stewardship Program.
- Coordinate Farm Bill Conservation Program eligibility, applications, project mapping and digitizing, assessments, rankings, and contracting paperwork under the guidance and supervision of USDA NRCS field office staff.
- Coordinate the implementation and application of Working Lands for Wildlife and North Arkansas Quail RCPP in partnership with AGFC and USDA-NRCS across the position's coverage area.
- Conduct on-site field visits to provide habitat restoration and management recommendations, determine conservation program and/or practice eligibility and feasibility, evaluate conservation practice installation and establishment, evaluate maintenance and/or management of conservation practices, complete vegetation assessments, and more.
- Assist partner agencies with wildlife habitat evaluation guides (WHEG), program applications, suitability and feasibility worksheets, practice assessment worksheets, practice certification, implementation requirements, habitat management plans, prescribed burn plans, maps, soils maps, status reviews, and other technical documentation required of conservation plans and programs.
- Provide customer service to landowners by phone, in the office, and/or through on-site field visits to communicate conservation program and practice requirements, review conservation plans and other contract documents, answer questions and communicate technical information, guide conservation practice implementation, management, and maintenance, and more.
- Establish and maintain trusted working relationships with landowners, government agencies, non-government organizations and others.
- Promote conservation programs and/or practices by conducting outreach such as workshops, field days, demonstration events, and habitat tours.
- Conduct and coordinate wildlife and vegetation monitoring and surveys on Working Lands For Wildlife funded projects to track quail, songbirds, and pollinator habitat improvements following the WLFW Outcomes Assessment Protocol.
- Work with local PF & QF chapters to assist with wildlife education and outreach and provide technical assistance for habitat projects.
- Perform other related duties as assigned.
- **Additional responsibilities of the Farm Bill Biologist II job level:**
  - Perform all responsibilities of a FBB with minimal errors and some supervision.
  - Perform other related duties as assigned.

### **Qualifications:**

- Excellent interpersonal, written, and verbal communication skills with the ability to communicate clearly and effectively with diverse landowners and partner agency staff.
- Ability to work independently with minimal supervision and/or remote supervision.
- Ability to work collaboratively with a diverse group of conservation professionals.
- Knowledge of wildlife ecology. Specific knowledge of forestry, grassland, and farmland associated wildlife species' habitat requirements is desirable.

- Knowledge of upland wildlife habitat management, including the ability to utilize various habitat management techniques in the development of management plans.
- Knowledge of conservation practices applicable to wildlife conservation on agricultural land.
- Knowledge of conservation and wildlife habitat programs provided by federal (i.e. Farm Bill), state, and local entities.
- Knowledge of plant species common to STATE's forests, grasslands, and agricultural lands and ability to identify them (Including native, non-native, invasive, and noxious species).
- Effective planning and organizational skills with ability to manage demanding workloads.
- Proficiency with ArcPro and Microsoft Office Suite (Excel, Word, PowerPoint, Outlook, etc.) required.
- Valid driver's license and some use of personal vehicle is required with a mileage reimbursement provided at current IRS rate.
- Must have or be able to obtain a personal cell phone to be used for work.
- Must be able to obtain USDA Federal Security Clearance.
- **Additional responsibilities of the Farm Bill Biologist II Job Level**
  - Proven understanding and experience working with Farm Bill Conservation Programs such as EQIP, RCPP, CSP, and CRP.
  - Proven understanding of agricultural landscapes, common farming and land use practices, and basic agricultural economics.
  - Demonstrated experience working with private landowners.
  - Practical understanding of habitat restoration, ecology, and land management.

### **Education and experience:**

- Degree in wildlife management, natural resource management, biological sciences, forestry, or a related field of study appropriate to the position; **OR** any combination of education, training, and/or experience that demonstrates that the applicant possesses the knowledge, skills, and abilities required to do the job and is comparable to that normally acquired through successful completion of a 4-year degree program in an appropriate field of study.
- Related continuing education, training, licenses, and certifications may also be considered in the evaluation process for all job levels, including things such as prescribed fire training, pesticide applicator licenses, NRCS Certified Conservation Planner, and more.
- **Additional qualifications required to be considered for the Farm Bill Biologist II job level:**
  - 1 Year of practical experience with wildlife management, private lands technical assistance, landowner outreach, and/or related responsibilities.

### **Confidentiality requirements:**

This position requires the individual to have access to confidential records and information. To successfully perform this position, confidentiality of the information with which the individual has contact must be maintained.

**Physical demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to work in an office setting, including sitting at a desk and viewing a computer screen for extended periods of time.
- Ability to stand, walk, and hike outside for extended periods of time across uneven terrain in varying weather conditions.

**Work environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Work from a USDA NRCS provided office space.
- Work related overnight travel for conferences, trainings, staff meetings, and other events can range from 5-15 nights/year.

**Starting salary:** \$45,000 - \$47,000 depending on qualifications, and experience + benefits (see our benefits summary at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)).

**To apply:** Please combine your **cover letter, resume, and three (3) references** into a single Word document or PDF file before clicking the blue 'Apply' button and then uploading to the “Resume” area of your application on our recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) .

**For additional questions please contact:** Jessica Cox, Senior Farm Bill Biologist, at (479) 392-7226.

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