

Conservation Delivery Specialist

1 Position: Red Hills Eco-Region in KS

Application Deadline: Open Until Filled

Anticipated Start Date: May 2026

Starting Salary Information: Commensurate with experience and up to \$45,000 starting salary, benefits, up to \$200/month student loan reimbursement, and modest performance-based yearly increases (view benefit summary on our recruitment website: www.pheasantsforever.org/jobs).

Overview:

Position will be officed within a USDA Service Center inside the individual's coverage area (heavy preference given to the Medicine Lodge USDA Service Center), and will provide conservation technical assistance and conservation program delivery to private landowners within the Red Hills Eco-Region of Kansas and other priority areas as appropriate. The incumbent will work in a joint capacity with USDA Natural Resources Conservation Service (NRCS), and other State and Federal partners to promote, accelerate enrollment, coordinate, and implement the conservation provisions of the Federal Farm Bill and other wildlife related conservation programs with a heavy emphasis on the Great Plains Grassland Initiative (GPGI). The primary goal of this position will be to further the delivery and implementation of conservation efforts of the GPGI collaborative through range and wildlife technical assistance targeting conservation efforts on private lands.

Activities will include program promotion (workshops and one-on-one meetings), contract coordination, writing conservation plans, site assessment, and reporting. Work with local chapters of Pheasants Forever and Quail Forever (PF & QF) and other local partners to increase habitat management efforts and participate in regional and statewide habitat meetings. Assist or coordinate activities and projects with other PF & QF and NRCS staff. This position will be an employee of, and supervised by Pheasants Forever, Inc. & Quail Forever, with daily instruction and leadership provided by NRCS and PF & QF.

Specific Duties:

- Communicate Great Plains Grassland Initiative (GPGI) program requirements, complete site visits and coordinate with PF & QF Farm Bill Biologists and NRCS staff to facilitate landowner enrollment into GPGI.
- Provide technical assistance (range conservation focus) and guidance to private landowners, government agencies, non-government organizations and other groups for USDA NRCS Conservation Programs. The positions will receive training on the USDA NRCS, PF & QF, KDWP, and other local and state programs.

- Coordinate with private landowners, PF & QF staff, NRCS and local conservation contractors to outline project opportunities, needs, and oversee on-the-ground projects to ensure completion.
- Coordinates the implementation and application of wildlife programs within target landscapes in cooperation with private landowners, the local NRCS, Conservation District Managers, KDWP Biologists, PF & QF Biologists, and other state partners as appropriate.
- Coordinate and participate in field work activities for Great Plains Grassland Initiative project implementation.
- Completes contracts, applications, and other required documentation for the conservation programs requiring biological expertise in cooperation with the listed partners.
- Communicates program requirements, completes site visits to determine eligibility, and develops contracts/plans for applicants/participants for USDA-NRCS Conservation Programs and other local and state programs.
- Facilitate information and awareness on grassland conservation opportunities to partners.
- Provide landscape-level conservation planning, technical assistance and project prioritization support to PF & QF, NRCS and partners in out-year planning efforts.
- Performs other related duties as assigned.

Desired Knowledge, Skills, and Abilities:

- Ability to communicate clearly and effectively with landowners and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans.
- Experience or knowledge of woody encroachment and treatment, grazing/rangeland management and/or prescribed fire is preferred.
 - Understanding of habitat management at a landscape scale.
 - Knowledge of managing rangeland threats, applied fire ecology, range management and habitat management objectives.
 - Knowledge of conservation and wildlife habitat programs provided by federal (i.e., Farm Bill, US Fish and Wildlife Service), state, & local entities.
- Excellent verbal and written communication, coordination, and organizational skills.
- Proficiency with ArcGIS and Conservation Desktop.
 - Valid driver's license required with an acceptable driving record and history.
- Must be able to obtain USDA Federal Security Clearance.

Education and Experience Guidelines:

A minimum requirement for this position is a Bachelor of Science Degree in Rangeland Science, Wildlife Management, or a closely related natural resources field. Proven experience working with USDA Farm Bill programs (CRP, CREP, ACEP, EQIP, and CSP) is preferred.

To Apply:

Visit our website at: www.pheasantsforever.org/jobs ONLY ONLINE APPLICATIONS WILL BE ACCEPTED. Please include your cover letter, resume and 3 references on our Recruitment website.

Contact: Davis Ostermeyer, KS FBB Manager dostermeyer@pheasantsforever.org or (757) 412-7257

Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.