

Habitat Specialist II or III (Crew)

Springfield area, IL
Full Time
Habitat Specialist
Mid Level

Four positions

Application Deadline: Open until filled

Anticipated Start Date: Summer 2026

Starting Salary: \$45,000-65,000 commensurate with experience + benefits (see our benefits summary on our recruitment website, www.pheasantsforever.org/jobs).

Overview: Work in joint capacity with Pheasants Forever, Inc., and Quail Forever (PFQF) and the Illinois Department of Transportation (IDOT) to enhance and increase wildlife and pollinator habitat within designated roadside prairie and landscape-level resource management areas across Central Illinois (IDOT Districts 5 and 6).

These positions are full-time, permanent employees of Pheasants Forever and Quail Forever. This unique partnership will allow for varied field duties, including prescribed fire, natural community identification, invasive species control, and project coordination among multiple organizations.

Duties: Led by a crew leader, a team of four (4) habitat specialists crew members will work with partners to conduct wildlife habitat management practices throughout Central Illinois (IDOT Districts 5 and 6). Major responsibilities include:

- Implement habitat management work on IDOT ROW that includes but is not limited to edge feathering, herbicide application, burn line construction and prescribed burning, invasive/exotic plant control, native shrub establishment and native grass/forb establishment.
- Assist crew lead in procuring supplies and equipment following IDOT/Pheasants Forever and Quail Forever best management practices.
- Assist with grant reporting duties in conjunction with collaborating organizations.
- Serve as burn crew members on prescribe fires.
- Ensure habitat management activities are accurately reported, mapped and entered on time.
- Perform other related duties as assigned.
- Job may require odd hours and travel/time away from home.

Required Knowledge Skills and Abilities:

- A solid understanding of environmental, ecological, and/or natural resource science. Education may be substituted for experience as determined relevant by the partners. Preference will be given to candidates with bachelor's degrees with an emphasis in ecology, forestry, or wildlife management.
- Demonstrated experience conducting at least two of the following: upland habitat management, prescribed burning, operating tractors and agricultural implements (discing, mowing, fire line creation, etc.), identification and control of invasive species and other undesired vegetation.
- Ability to communicate clearly and effectively with private landowners, colleagues, and partner agencies.
- Ability to work independently with little supervision.
- Experience in GIS systems and mapping.
- Knowledge of wildlife ecology, and grassland management, including utilizing various habitat management equipment and tools in developing wildlife habitat.
- Ability to successfully pass an arduous pack test annually.
- Ability to lift and carry 50+ pounds safely and repeatedly.
- Excellent verbal/written communication and organizational skills.
- Valid driver's license required.
- Have or be able to attain an Illinois Right-of-Way (ROW) pesticide applicator license within 6 months of start date.
- Experience with or strong interest in conducting prescribed fires.

Preferred Knowledge, Skills, and Abilities:

- Desired Prescribed Fire course work: S130/S190, IS-100.C, IS700.b, L180
- Wildland fire experience, especially in prescribed fire.
- Job-related experience using mechanical or chemical methods for controlling invasive species.
- Job-related experience operating and maintaining tractors, discs, and planting equipment.

Training and Experience Guideline: Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. More than one year of work experience in a wildlife, forestry, or agricultural-related job. Applicants with a Bachelor of Science Degree in Wildlife Management or closely related natural resources and/or related field experience are preferred. Continued training and professional development opportunities will be provided.

To Apply: Please combine your *cover letter, resume, and 3 references* into a single Word document or PDF file before uploading as part of your application on our recruitment

website: www.pheasantsforever.org/jobs

If you have questions about the position, contact Katie Kauzlarich-Stockman, PF/QF Illinois State Coordinator, at kkauzlarich@pheasantsforever.org or (309) 264-1678.

Pheasants Forever, Inc. is an Equal Opportunity/Affirmative Action, e-Verify 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 a disability, or any other category that may be protected by law.