Application Deadline: May 31, 2026
Anticipated Start Date: As soon as possible
Salary Information: $61,000-75,000 commensurate with experience. Annual merit raise + benefits (see our benefits salary at 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 increase wildlife and pollinator habitat within designated roadside prairie and landscape-level resource management areas across Central Illinois (IDOT Districts 5 and 6).

This position will be focused on the supervision and management of the personnel implementing the improvement and enhancement practices (including but not limited to prescribed fire, herbicide/pesticide application, invasive removal, grass and shrub planting, and equipment maintenance). The incumbent will primarily be based at IDOT office in Springfield with extensive field visits.

Activities will include providing guidance and leadership to habitat crews regarding ROW habitat management and reporting. Provide guidance and promote the implementation of new and innovative landscape level initiatives to improve habitat and achieve regulatory requirements.

Primary Duties:

- Assist PFQF State Coordinator by providing direct oversight, leadership, and guidance to the Illinois PFQF Habitat Specialists, ensuring effective habitat management efforts within their areas of responsibility.
- Work with IDOT regularly to accomplish partnership goals.
- Coordinate and host state-wide annual training efforts for PFQF and IDOT Staff.
- Hold annual meetings to develop annual work plans, set goals, and conduct performance reviews.
- Ensure habitat specialist crews are reporting their work products in CRM in a timely manner for PF/QF and IDOT reporting timelines.
- Monitor the progress of the PF/QF habitat specialist teams in the delivery of strategic conservation initiatives, keeping partners aware of timelines and milestones, prepare quarterly written progress reports and a full year summary report to share with partners.
- Work with the Illinois leadership team to process reporting data, compile reports on grant progress, and assist with telling our story on various Illinois media platforms.

Required skills and abilities:

- Excellent leadership capabilities with supervision experience a must
- Excellent oral and written communication skills with strong organizational skills.
- Must be team-oriented and goal-driven.
- Must be comfortable with public speaking and have excellent interpersonal skills.

- Proven ability to provide exceptional customer service.
- Must be able to work effectively with governmental agency staff and conservation organization representatives.
- Extensive knowledge of habitat management techniques and the restoration and management of our state's grasslands, forestlands, and wetlands.
- Sound working knowledge of wildlife ecology and habitat management, including the ability to use various habitat management tools, such as prescribed fire, in the development and implementation of a management plan.
- Minimum Prescribed Fire Qualifications: S130, S190, IS-100, IS-700, and S-290. A Rx burn plan writing course.
- Proven fireline leadership abilities, including leading prescribed fires. Proven abilities to write and review burn plans.
- Valid driver's license required with an acceptable driving record and history.
- Have or be able to attain an Illinois Right-of-Way (ROW) pesticide applicator license within 6 months of start date.
- Proven ability to effectively work out of a home office setting.
- Proficient computer skills, including CRM and other Microsoft programs.

Education and Experience Preferred: The qualification guidelines for this position are a Bachelor of Science Degree in Biology, Wildlife Management, or closely related field, a minimum of 5 years' experience in active habitat management and strong leadership skills are required.

To Apply: Please include your cover letter, resume, and three (3) references as a single Microsoft Word document or PDF file before uploading as part of your application on our recruitment website at www.pheasantsforever.org/jobs.

Contact: Katie Kauzlarich-Stockman, PF/QF Illinois State Coordinator, at kkauzlarich@pheasantsforever.org or (309) 264-1678.