

PHEASANTS FOREVER AND QUAIL FOREVER

The Habitat Organization

JOB VACANCY ANNOUNCEMENT

Farm Bill Wildlife Biologist I or II (3 Positions/Locations)



Location: USDA-NRCS offices in Indiana

Application Deadline: Open Continuously until Filled

Anticipated Start Date: January 15, 2024

Overview: These positions will be employees of and supervised by Pheasants Forever and Quail Forever (PF & QF), with daily instruction, quality assurance, training, and workload prioritization provided by USDA Natural Resources Conservation Service (NRCS), Indiana Department of Natural Resources Division of Fish and Wildlife (DFW), and the PF & QF Senior Farm Bill Biologist. These vacancies will be located within three zones:

Northeast Indiana with a duty station in Huntington; **Lower West Central Indiana** with potential duty stations located in Terre Haute, Brazil or Bloomfield; and **Northwest Indiana** with a duty station in Plymouth.

Occasional service outside the primary work area may be required to address annual workload variance and assist teammates and partners. Each biologist will work in joint capacity with USDA-NRCS, DFW, and other partners to promote, accelerate enrollment in, coordinate and implement the conservation provisions of the Federal Farm Bill and other related conservation programs with an emphasis on soil, water, and wildlife resources in agricultural landscapes. Primary workload will focus on the Conservation Reserve Program (CRP), including the Conservation Reserve Enhancement Program (CREP) and State Acres for Wildlife Enhancement (SAFE), plus other relevant Farm Bill programs such as Environmental Quality Incentive Program (EQIP) and Conservation Stewardship Program (CSP).

Job Duties:

- Provide technical assistance (wildlife habitat focus) and guidance to private landowners, government agencies, non-government organizations and other groups primarily through federal Farm Bill programs. Training provided jointly by NRCS, DFW, and PF & QF.
- Prepare conservation plans, conservation plan modifications, job sheets/implementation requirements, prescribed burn plans, status reviews, wildlife habitat evaluation guides (WHEG), activity reports, contract documents, and other relevant work products and documents requiring biological expertise.
- Communicate technical and program requirements and conduct contract coordination, site assessments, eligibility determinations, and training sessions for landowners and resource professionals.
- Accelerate conservation program enrollment and public awareness by conducting outreach such as workshops, field days, demonstration events, and habitat tours.
- Meet with local PF & QF chapters and other local partners to coordinate and support habitat management efforts and participate in local and statewide habitat meetings and trainings.
- Meet regularly with PF & QF, NRCS and DFW staff to coordinate technical assistance efforts and for resource training.
- Promote and implement specific conservation programs to improve wildlife habitat and public access.

Required Knowledge Skills and Abilities:

- Ability to communicate clearly and effectively with landowners and partner agency staff.
- Ability to work independently with little supervision and with diverse clientele.
- Knowledge of wildlife ecology, grassland, wetland and early succession habitat establishment and management, including the ability to utilize various habitat management tools in the development of management plans.

- Specific knowledge of grassland/farmland associated wildlife species' habitat requirements is desirable along with plant identification of native, non-native, and invasive grasses, forbs, trees, and shrubs.
- Knowledge of conservation and wildlife programs provided through the Farm Bill, as well as other federal, state, & local entities.
- Knowledge of agricultural landscapes, common farming and land use practices, and basic agricultural economics is desirable.
- Prescribed fire training is preferred.
- Excellent verbal and written communication skills.
- Strong organizational skills, time management, and attention to detail.
- Proficiency with ArcGIS is required.
- Valid driver's license required; use of personal vehicle required with a mileage reimbursement provided. Current rate is \$.585 per mile with periodic adjustments relative to the IRS rate. Expect to drive 6,000 to 10,000 miles annually.
- Must be able to obtain USDA Federal Security Clearance.

Education and Experience Preferred: Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills and abilities. A Bachelor of Science Degree in Wildlife Management or closely related natural resources field is required. At least 2 years of relevant professional experience are required to qualify for a Farm Bill Biologist II. Proven experience working with USDA Farm Bill programs is preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. Practical and/or professional experience in farming and agricultural disciplines is highly beneficial. The successful applicant must enjoy working with private landowners and producers to achieve their conservation objectives.

Salary Range: \$40,000 to \$49,000 (commensurate with experience) with annual performance-based raises, plus benefits (see our benefits summary on our website at www.pheasantsforever.org/jobs).

To Apply: ONLY ONLINE APPLICATIONS WILL BE ACCEPTED. Please combine your cover letter, resume and 3 references into a single Word document or PDF file before uploading to the "Resume" area of your application on our Recruitment website (www.pheasantsforever.org/jobs).

If you have questions, contact: John Kinney, State Coordinator-Indiana jkinney@pheasantsforever.org or (812) 545-7124; or, Kent Adams, Director of Conservation Delivery—Northeast Region, kadams@pheasantsforever.org or (717) 319-5575

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.