**PHEASANTS FOREVER AND QUAIL FOREVER**

*The Habitat Organization*

**JOB VACANCY ANNOUNCEMENT**

Farm Bill Biologist Manager – Two (2) Positions  
**Location: Kansas**

**Application Deadline:** January 9, 2024  
**Anticipated Start Date:** February 2024

**Starting Salary Information:**  
Commensurate with experience and up to $60,000 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](http://www.pheasantsforever.org/jobs))

**Overview:**  
Work in a joint capacity with Pheasants Forever, Inc. and Quail Forever (PF & QF) and the Natural Resources Conservation Service (NRCS) to increase wildlife habitat, enhance soil health, and improve water quality on private lands in Kansas through partnerships and Farm Bill coordination. The position will provide capacity to assist state-wide leadership with NRCS Farm Bill activity, natural resources conservation program delivery, improve the conservation of natural resources and economic performance of working ag lands, and expand outreach to promote conservation opportunities to new customers through federal, state, and local programs.

Activities will include:
- Provide supervision and guidance to existing Farm Bill Biologist positions regarding rangeland, wetland, cropland, and woodland habitat management; conservation planning; precision ag conservation; contract coordination; conservation plan modification; site assessment; and reporting.
- Conduct and coordinate training sessions that include workshops and tours for land managers, natural resource professionals, and the agriculture community.
- Provide guidance and promote the implementation of conservation programs to improve rangeland management, grassland restoration, small grains and diverse cover crop use, prescribed fire, and wildlife habitat management on private lands.
- Candidate will serve on interdisciplinary conservation teams with NRCS, PF & QF, and partners as a regular position duty.

This is a full-time supervisory position working directly with PF & QF staff, state, and federal agencies, Pheasants Forever and Quail Forever chapters, and other in-state conservation partners to coordinate the delivery of private lands conservation programs.

**Duties:**
- Provide direct oversight, leadership, and guidance to the PF & QF Farm Bill Biologists in Kansas, ensuring effective conservation delivery and coordination within their areas of responsibility.
- Work with NRCS Technical Specialists, Supervisory District Conservationists, District Conservationists, and Resource Conservationists regularly to accomplish partnership goals and objectives.
- Coordinate and host state-wide resource professional annual trainings including CRP, EQIP, CStP, ACEP, and wildlife-oriented trainings.
- Support partnership opportunities including private lands recreational access, pheasant and quail focus areas, and prescribed fire.
• Meet with reporting PF & QF Farm Bill Biologist staff and NRCS FBB Supervisors annually to develop staff work plans, set goals, and conduct performance reviews, including quarterly touch-base meetings.
• Work with the Kansas State Coordinator to gather data and complete reports on grant and agreement progress; tell our story and impact through social media, web, newsletters, and local promotion.
• Monitor the progress of the PF & QF Farm Bill Biologist Team in the delivery of priority conservation initiatives; keep partners aware of timelines and milestones; prepare quarterly written progress reports, and a year-end summary report, to share with partners.
• Work closely with partner staff to provide insight and input related to program standards and specifications specifically focused on wildlife conservation.
• Develop and maintain relationships with partners across Kansas that work to promote wildlife conservation, including working with PF & QF Chapters and Regional Representatives in Kansas to inform them of wildlife conservation initiatives, programs, and other opportunities.

**Required Knowledge, Skills, and Abilities:**

- Excellent oral and written communication with strong organizational skills.
- Excellent leadership skills with supervision experience required.
- Must be team oriented and goal driven.
- Must be comfortable with public speaking and have excellent people and managerial skills.
- Ability to provide exceptional customer service and team building.
- Must be able to work effectively with governmental agency staff and conservation organization representatives.
- Ability to work independently with little supervision and with diverse personalities, entities, and industries.
- Extensive knowledge of habitat management, rangeland management, precision agriculture conservation, grassland restoration, and wildlife and rangeland ecology habitat management principles, goals, objectives, and techniques.
- Extensive knowledge of conservation program offerings, including USDA Conservation Programs (CRP, CCRP, EQIP, ACEP, CSIP, etc.) as well as federal, state, and local programs, including PF & QF in KS Initiatives.
- Sound working knowledge of wildlife and grassland ecology, grazing management, and rangeland ecology and cropland management including the ability to use tools such as prescribed fire, grazing, herbaceous and woody plant management, and in-field and edge-of-field wildlife habitat plantings as part of the development and implementation of a conservation management plan.
- 3 years of Managerial experience, including supervising direct reports, is required and 5 years of experience preferred.
- Experience working with private landowners and conservation organizations is required.
- Prescribed fire and grazing management experience is preferred.
- Good computer skills including knowledge of: MS Teams, Outlook, Word, Excel, PowerPoint, ArcGIS, Adobe, and others.
- Valid driver’s license required with an acceptable driving record and history is required.
- Federal background check is required.

**Training and Experience Guideline:**

Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. A general qualification guideline for this position is a Bachelor of Science Degree in Wildlife Management, Rangeland Ecology and Management, Conservation Biology, Ecology or closely related natural resources field; 3-years of relevant field experience; and 3-years of managerial experience is required. Strong leadership and coordination skills required.

**Application:**
Please combine a cover letter that indicates your experience and interest in this position, along with a resume, and 3 references, into one PDF file before uploading to the “Resume” section of your application on the Recruitment website: www.pheasantsforever.org/jobs

**Please title your attachment as LASTNAME_PFQFAPPLICATION_FBBMANAGER.**

For more information about the position contact Shelly Wiggam, Kansas State Coordinator, at swiggam@pheasantsforever.org

_Pheasants Forever, Inc 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._