

# PHEASANTS FOREVER AND QUAIL FOREVER

*The Habitat Organization*

## ***JOB VACANCY ANNOUNCEMENT***



### **Farm Bill Wildlife Biologist I, II, or III 2 Positions**

**Lyon County & Swift County, MN**

**Application Deadline: March 3, 2024**

**Anticipated Start Date: Negotiable**

#### **Overview & Job Duties:**

Work in a joint capacity with Pheasants Forever, Inc. (PF), USDA Natural Resources Conservation Services (NRCS), Soil and Water Conservation Districts (SWCD's), the Board of Water and Soil Resources (BWSR) and the Minnesota Department of Natural Resources (DNR) to promote, accelerate enrollment, coordinate, and implement the voluntary conservation provisions of the Federal Farm Bill and related state, local and other voluntary conservation programs. Activities will include program promotion, contract coordination, conservation planning, conservation plan modification, site assessment and reporting. Provide technical assistance to farmers/landowners on conservation planning, habitat planning and other wildlife related practices. Meet with local chapters of Pheasants Forever and other local partners to influence habitat management efforts and participate in statewide meetings. Attend Farm Bill Biologist training and assist in coordinating technical assistance efforts.

These positions will work out of the USDA Service centers; one position in Benson, MN, and the other in Marshall, MN. They will assist landowners in some surrounding counties in addition to their home counties. The incumbent is an employee of Pheasants Forever, Inc. and receives supervision from Pheasants Forever with daily instruction by the local USDA-NRCS and SWCD staff. Outreach and education to landowners will be a large component of this position. Applicants with a demonstrated history or desire to be active in community outreach are desired for this position.

#### **Duties:**

- Help landowners identify plants and habitat on their property and guide them in improving those habitats for wildlife utilizing voluntary conservation programs from USDA NRCS, PF, BWSR and other local and state programs.
- Use science-based knowledge to improve habitat within the agricultural regions of the work area. This includes collaboration amongst staff, and being the in-house technical wildlife expert, and the go-to person for landowners within the work area who have wildlife and habitat related questions.
- Write contracts and other documents to help guide landowners in implementing voluntary conservation programs.
- Collaborate between partnering agencies to achieve habitat restoration and management goals for landowners and programs.
- Assist partners with all phases of the Conservation Reserve Program (CRP) conservation easement program, from outreach to title work to construction and reimbursement.
- Work with partners on all phases of the Reinvest in MN (RIM) conservation easement program, from outreach to title work to construction and reimbursement.
- Assist partners with outreach, contract development, and implementation of the Environmental Quality Incentive Program (EQIP).
- Coordinate with partners on local pollinator initiatives and habitat enhancement programs and projects.
- Perform other related duties as assigned.
- A quote from the previous Farm Bill Biologist in this position, "I get paid to walk through the prairie."

#### **Required Knowledge Skills and Abilities:**

- Ability to communicate clearly and effectively with farmers, landowners and partner agencies.
- Ability to work independently with little supervision and with diverse clientele.

- Knowledge of wildlife ecology, wetland and forest management including the ability to utilize various habitat management tools in the development of management plans (e.g. mowing, prescribed burning, herbicide spraying, grazing, forestry mowing, etc.). A background in agriculture is a plus.
- Knowledge of conservation and wildlife programs provided by federal (i.e. Farm Bill, US Fish and Wildlife Service), state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Knowledge in habitat requirements of pheasant, turkey, deer, waterfowl, monarch butterfly, native bees, and other grassland wildlife species.
- Excellent verbal and written communication.
- Community outreach and education skills.
- A background in GIS mapping or closely related program and skills.
- Strong organizational skills.
- Valid driver's license required; some use of personal vehicle required (mileage reimbursement provided).
- Able to obtain USDA Federal Security Clearance.

**What Your Week Will Entail:**

Once the incumbent is trained in program details and specifications, then a routine will be developed, and they will start to see an impact in their work area. During the growing season, the incumbent will spend an average of two days a week in the field doing site visits, evaluating habitat, making habitat recommendations, identifying plants, and meeting contractors on construction sites. The other three days a week will be spent in the office doing data entry, drafting contracts, creating maps, preparing outreach events and collaborating with partner staff on current and future projects. During the office time, there will be numerous interactions with landowners, giving technical and program information. During the non-growing season more time will be spent in the office working on contracts, planning work in ArcGIS, meeting with partners and landowners on project development, with only one day every couple of weeks outside on-site visits and construction projects. Outreach in the form of workshops, training events, letters, phone calls, and social media will be a year-round activity to keep the public informed on current programs offered by USDA and other agencies.

**Hear From Other Farm Bill Biologists:**

<https://www.pheasantsforever.org/getdoc/9c1d6f7b-b5b4-4559-a93d-0e576d1c3b59/The-Next-20-Years.aspx>

**Education and Experience Preferred:**

Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills and abilities. Either a Bachelor of Science Degree in Wildlife Management, Agriculture, Forestry or closely related natural resources field. Or a technical degree in Wildlife Management, Agriculture, Forestry or closely related field and relevant field experience. Experience in agriculture or grassland management practices is preferred. To be eligible for Farm Bill Wildlife Biologist II or III you must have several years' experience working with CRP and farm bill programs.

**Where You Will Work and Live:**

Lyon and Swift Counties are the heart of the prairie pothole region of western MN. Waterfowl, pheasant, deer, and turkey hunting opportunities abound throughout the landscape. The famous Lac Qui Parle hunting areas are a short drive away. Other great recreation opportunities exist in Lake Monson State Park and Lake Shetek State park. The beauty and wildlife of this landscape will be enhanced by the incumbent by working with landowners to help them with wildlife related conservation practices.

**Starting Salary:** \$38,000 to \$47,000 commensurate with experience + benefits (see our benefits summary at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)).

**To Apply:** Please combine your cover letter, resume and three (3) references as a single Word document or PDF file before uploading to the "Resume" area of your application on our recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs). For information regarding the position contact Josh Pommier, MN Private Lands Manager, at (320) 292-5860, or email to [jpommier@pheasantsforever.org](mailto:jpommier@pheasantsforever.org)

*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.*