

# MT Coordinating Wildlife Biologist I/II

**Location:** Glasgow, Montana

**Application Deadline:** February 21<sup>st</sup>, 2026

**Anticipated Start Date:** April 2026

## Overview:

This is a collaborative position between Pheasants Forever (PF), Bureau of Land Management (BLM), US Fish and Wildlife Service Partners for Fish and Wildlife Program (PFW), Ranchers Stewardship Alliance (RSA), Natural Resources Conservation Service (NRCS), and other local partners.

This position will be tasked with planning, implementing, and coordinating grassland and sagebrush conservation projects with a diverse set of landowners, partners, and government agencies. The position will work primarily in Valley County as well as surrounding counties to improve habitat quality for greater sage-grouse, big game migration corridors, and other grassland and sagebrush species of concern. The position will be housed in a BLM field office in Glasgow, MT and receive day-to-day guidance from BLM, PFW, RSA, and Pheasants Forever.

## Duties:

- Work with private landowners, agricultural producers, and lessees to plan and implement conservation practices benefiting grassland and sagebrush ecosystems, upland birds, and big game habitats across public-private landownerships.
- Lead planning, implementation, partner coordination (e.g., state, and federal agencies, businesses, non-governmental organizations (NGO), and private landowners), fieldwork, and reporting for cooperative sage grouse habitat and big game migration corridor projects.
- Work with USFWS PFW to identify, plan, and implement sagebrush conservation projects through private landowner agreements and identify new funding opportunities.
- Be an active member of the Ranchers Stewardship Alliance Conservation Committee and contribute to ongoing activities and projects to advance ranching, conservation, and community efforts in the area.
- Provide outreach to coordinate with, and build relationships with area ranchers, private landowners, local business-economic interests, non-governmental organizations, and local community groups (e.g., soil and water conservation districts, local area working groups, coordinated resource management groups, etc.). May include workshops, field tours, group presentations, social media and conferences.
- Work with various partners to develop, compile, and distribute success stories related to projects and partnerships.
- Work with agencies and partners to develop, facilitate, and coordinate local contracts and agreements.
- Build strong relationships with agency partners, NGO's, and other local stakeholders.
- Support statewide Pheasants Forever efforts at implementing landscape scale grassland and sagebrush conservation that will further the goals of the Montana Grasslands Initiative.
- Provide technical assistance (wildlife habitat focus) and guidance to landowners, government agencies, non-government organizations and others.

- Communicate program requirements, complete site visits to determine eligibility, and develop plans and agreements with landowners for PF programs or other state and federal conservation programs.
- Perform other related duties as assigned.

**ESSENTIAL JOB FUNCTIONS:**

- Work within tight deadlines and manage conflicting demands while successfully operating in a dynamic work environment with minimal direction from supervisor.
- Present program information in public settings and meetings; prepare clear, concise, and informative written documents and reports; maintain thorough and organized records.
- Build strong relationships with private landowners to further conservation priorities in the area.
- Promote coordination, collaboration, and communication across organizations, government agencies, private landowners, and other stakeholders to promote landscape impacts to wildlife and conservation for the Montana Grasslands Initiative.
- Attending necessary partnership meetings and events. (RSA meetings, Pheasants Forever chapter meetings, BLM meetings, PFW meetings, Conservation District meetings, and others)
- Write reports, track work progress, prepare and record program/project data and records.
- Lead regular team or in person meetings and training courses.
- Travel to various locations within the project area.
- Work occasional weekend and weekday evening events.

**Required Knowledge Skills and Abilities:**

- A general qualification guideline for this position is a Bachelor of Science Degree in Rangeland Science, Wildlife Biology/Management, Fire Ecology or Restoration Ecology from an accredited university. Experience or knowledge of collaborative conservation and management and/or integrated wildlife management is preferred.
- Understanding of habitat management at a landscape scale.
- Experience in knowledge and principles of project management, concepts of project constraints, and ability to manage and apply those principles.
- Ability to work independently with little supervision and with diverse clientele.
- Ability to communicate clearly and effectively with landowners, the public, and partner agencies.
- Knowledge of wildlife ecology and habitat management objectives.
- Excellent verbal/written communication, coordination, and organizational skills.
- Valid driver's license and skillset to drive at high elevation, and often remote locations, on a regular basis and occasionally during inclement weather.
- Computer skills are required, and applicant should be familiar with ARC GIS, Word, and Excel.
- Physical ability to stand and walk for extended periods of time over rough terrain; lift and move material weighing up to 50 pounds; work in all types of weather conditions.
- Basic understanding/knowledge BLM agency, policy, planning, clearances, regulations, etc. is preferred.

**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 or closely related natural resources

field and/or related field experience.

**Salary:** Range of \$44,000-\$60,000 (based on experience) + Benefits, 401k match, and Student Loan Assistance option.

**To Apply:** Please include your *cover letter, resume, and 3 references* as part of your application on our recruitment website at: [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) (our benefits summary is also viewable on our website). If you have any questions, please contact Loren Ruport, PF Senior Coordinating Wildlife Biologist, at [lruport@pheasantsforever.org](mailto:lruport@pheasantsforever.org)

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