PHEASANTS FOREVER & QUAIL FOREVER
THE HABITAT ORGANIZATION
JOB VACANCY ANNOUNCEMENT

Farm Bill Wildlife Biologist II
Tennessee Location: Sumner County & surrounding counties

Application Deadline: January 5th, 2024
Start Date: February 2024

Overview: In partnership with the USDA-Natural Resources Conservation Service (NRCS), this Farm Bill Wildlife Biologist will coordinate and implement wildlife habitat-related conservation programs and provide technical assistance within a multi-county area which includes the WLFW Bobwhite Quail focal regions of Tennessee. The position will be headquartered in USDA Service Center in Sumner Co, TN, and provide service to counties in Northern Middle Tennessee. This individual will work in joint capacity with partner agencies (including TWRA) to promote, coordinate and implement conservation provisions of the Federal Farm Bill on private lands, with primary focus on the Environmental Quality Incentive Program (EQIP) Working Lands for Wildlife (WLFW) Bobwhite Quail Grasslands Project and Tennessee’s Quail Recovery Program. Conservation delivery may also involve other relevant Farm Bill programs such as the Conservation Reserve Program (CRP), general EQIP, ACEP WRE, and the Conservation Stewardship Program (CSP), as well as state and local habitat programs and initiatives. General duties will include all aspects of wildlife habitat planning, contract coordination, conservation plan writing, site assessment/eligibility determination, practice certification, program promotion/outreach, landowner technical assistance, and quarterly reporting.

Specific Duties:
- Provide technical assistance (wildlife habitat focus) and guidance to private landowners, government agencies, non-government organizations and other groups for USDA NRCS conservation programs. Training provided jointly by NRCS, and QF.
- Coordinate the implementation and application of wildlife habitat programs within the focal regions in cooperation with partner agencies.
- Complete conservation plans, Implementation Requirement Sheets, wildlife habitat evaluation guides (WHEG) and other required documentation for the conservation programs requiring biological expertise in cooperation with the listed partners.
- Communicate program requirements, complete site visits to determine eligibility, and develop contract documents for applicants and participants of USDA-NRCS conservation programs and other local and state programs.
- Review plans and specifications for feasibility for implementation under Farm Bill program contract rules, etc.
- Accelerate conservation program enrollment by conducting outreach such as workshops, field days, demonstration events, and habitat tours.
- Provide on-site landowner technical assistance for conservation practice implementation.
- Work with local QF chapters to assist with habitat program education and outreach and provide technical assistance for habitat projects.

Desired Knowledge, Skills, and Abilities:
- Ability to communicate clearly and effectively with landowners and partner agencies.
- Ability to work independently and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.
- Knowledge of, and/or practical experience with hardwood thinning and prescribed fire as it relates to timber management and woodland/savanna restoration in the Southeastern US.
● Knowledge of wildlife ecology, forest and grassland management including the ability to utilize various habitat management tools in the development of management plans.
● Knowledge of conservation and wildlife programs provided by federal (i.e., Farm Bill, US Fish and Wildlife Service), state, & local entities.
● Excellent verbal and written communication skills.
● Strong organizational skills, with demonstrated ability to manage demanding workloads.
● Proficiency with ArcGIS, GPS, Microsoft Office Suite (Excel, Word, PowerPoint, Outlook, etc.)
● Valid driver’s license required; use of personal vehicle required (mileage reimbursement provided).
● Must be able to obtain USDA Federal Security Clearance.

**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 Bachelor of Science Degree in Wildlife Biology, Ecology, Forestry, or closely related natural resources field is required. Proven experience working with USDA Farm Bill programs is preferred. At least 2 years of professional experience are preferred for a Farm Bill Biologist II. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. A successful applicant must enjoy working with private landowners to achieve their objectives. Demonstrated interest, training, and experience in both wildlife and grassland ecology is also ideal.

**Starting Salary:** $43,000 annually + benefits including 401k match and student loan assistance option

New to PF/QF Employees: **Student Loan Assistance Program**
Effective January 1, 2024, Pheasants Forever, Inc.’s employees are our great asset and many of our employees still carry student loan debt. Our goal is to offer this program to all our employees who may still have student debt and help support their ability to pay off those debts sooner. Pheasants Forever will contribute up to $200 per month ($2,400 annually). Employees will submit proof of their student loan payment each month to receive reimbursement.

**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 your application on our Recruitment website at [www.quailforever.org/jobs](http://www.quailforever.org/jobs).

For additional questions please contact Brittney Viers, Tennessee State Coordinator, at bviers@pheasantsforever.org or 731-358-1860.

*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.*