

Mission Valley Habitat Specialist

Location: Ronan, MT

Application Deadline: Open until filled

Anticipated Start Date: May 2026 (seasonal position with potential to become full-time after 10/1/2026 based on funding availability)

Overview: This is a collaborative position between Pheasants Forever (PF), US Fish and Wildlife Service, Montana Fish, Wildlife and Parks (MTFWP), and other local partners. This position serves as a habitat specialist during the 2026 field season (5/11/2026-9/30/2026) to implement habitat improvements such as grass seedings, cover crop plantings, irrigating, wetland management, and other practices as assigned. The position will be in the Mission Valley and implement projects on USFWS, MT FWP, and PF owned lands. This position will be directly supervised and employed by Pheasants Forever with day-to-day guidance from USFWS and other local partners. Depending on funding availability, this position has the potential to be extended to a full-time permanent position after 9/30/2026.

Responsibilities:

- Implement and monitor habitat improvement projects on US Fish and Wildlife Service Waterfowl Production Areas, MT FWP WMA's, and PF owned lands within the Mission Valley.
- Operate machinery required to implement habitat management projects such as tractors, ATV's, UTV's, pickups, trailers, seeders, irrigation, and others.
- Set up and maintain necessary equipment for implementing projects such as tractors, seeders, irrigation infrastructure, etc.
- Coordinate with and support partner organization (PF chapter, MT FWP, CSKT, USFWS) activities to implement conservation practices.
- Work with contractors and vendors to purchase services and equipment.
- Perform project site visits and checkouts to ensure work is completed on schedule.
- Work within tight deadlines and manage conflicting demands while successfully operating in a dynamic work environment with minimal direction from supervisor.
- Share a vision and passion for natural resource management and conservation practices with diverse populations, using educational concepts and values along with strong communication skills.
- Communicate effectively and work collaboratively with partners, PF, USFWS, LCCD, IWJV and NRCS staff, interns, private landowners and residents, and other community members and stakeholders to produce high quality, cost-effective work products.
- Write reports, track work progress, prepare and record program/project data and records.
- Travel to various locations throughout Lake County and occasionally throughout the State.
- Work occasional weekend and weekday evening events.
- Farming/implementation work must get done when conditions allow, long hours may be required to complete this work during field seasons.

- Other duties as assigned.

Qualifications:

- Experience implementing farming work, conservation practices, irrigation systems, invasive species management, and machinery operation.
- Experience or knowledge of collaborative conservation and management and/or integrated wildlife management is preferred.
- Understanding of habitat management at a landscape scale preferred.
- Experience in knowledge and principles of project management, concepts of project constraints, and ability to manage and apply those principles preferred.
- 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 is preferred.
- 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 USFWS agency, policy, planning, clearances, regulations, etc. is preferred.

Salary Range: \$44,000 to \$55,000 (commensurate with knowledge, skills, and experience) with annual performance-based raises and the following benefits:

- Health, vision, dental and more insurance coverage plans are available.
- 401(k) Retirement plan with an employer match of up to 5%.
- Student Loan Assistance program of up to \$200/month for eligible employees.
- Vehicle stipend of up to \$300/month for eligible employees.
- Paid Time Off accrued at 15 days (120 hours) per year for new employees.
- Bereavement/Family/Sick Leave of 6 days (48 hours) per year.
- 13 paid holidays.

To Apply: Please combine your cover letter, resume, and 3 references as a **single document** before uploading your application to our website

at www.pheasantforever.org/jobs. Applicants who do not include all required materials may not be considered for the position.

Contact: If you have further questions about Pheasants Forever, the application process, or this position, please contact Hunter VanDonsel, Montana State Coordinator, at hvandonsel@pheasantsforever.org.

About Pheasants Forever and Quail Forever:

Pheasants Forever, Inc is a non-profit organization dedicated to wildlife habitat conservation. We

are a team, working to ensure that we build an environment that has a long-lasting positive impact on pheasants, quails, and other wildlife.

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.

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