VACANCY ANNOUNCEMENT

Biologist I – Migratory Game Bird Management
North Dakota Game and Fish Department

Location: Bismarck, ND
Salary Range: $4,510 - $4,857 hiring range; $4,510-$6,938 full range
Closing Date: September 18, 2023
Status: Full-time
Recruitment: Internal/External

Wildlife Opportunity

This position offers a rewarding opportunity to work with a stellar team of wildlife professionals to monitor wildlife populations throughout North Dakota. The work you do will directly contribute to harvest and population management, and conservation planning throughout the state.

While this position is stationed in Bismarck, your statewide responsibilities will allow you to explore all corners of the state including a wide range of dynamic terrain and beautiful landscapes.

ND Game and Fish offers a challenging and rewarding career. It also includes a full range of employee benefits, including 100% employer paid family health insurance, a comprehensive retirement plan, vacation, sick leave (including family sick leave), holiday pay and other great benefits. For more information visit Team ND Benefits.

The Community

Bismarck-Mandan is a vibrant and growing community located on either side of the scenic Missouri river. It is home to first-rate schools, healthcare, culture, entertainment, parks, and trails. Travel out of town in any direction to find phenomenal outdoor recreational opportunities in minutes. World class hunting and fishing, hiking, boating, and snow sports, are just some of the things to scheme up in the state’s beautiful, varied, and sparsely populated landscapes.

To learn more about living in North Dakota, visit https://findthegoodlife.com

Summary of Work:

The employee will serve as a team member with the Migratory Game Bird Management Supervisor in all aspects of the migratory game bird management program in North Dakota. The employee will be responsible for management and research of migratory game birds. More specifically, the employee will: (1) design, assign, and conduct monitoring programs for webless migratory game birds and waterfowl; (2) develop recommendations for webless migratory game bird hunting seasons; (3) compile, analyze, and interpret biological data including statistical design and treatment; (4) be responsible for preparation and writing federal aid progress and completion reports; (5) initiate and/or assist with research pertaining to migratory game birds; (6) develop and maintain databases and records; (7) advise and make recommendations to department staff on migratory game bird management; (8) write technical papers pertaining to management and/or research on migratory game birds and give technical presentations at both professional and public meetings; (9) coordinate and conduct cooperative Central Flyway
surveys and projects; (10) serve as the state’s representative on the Central Flyway Webless Migratory Game Bird Technical Committee and the Central Management Unit Dove Technical Committee; (11) respond to public inquiries; (12) develop and maintain liaison with other state, federal and private agencies and organizations; and (13) participate in other Department duties as assigned.

This is a salaried position requiring occasional overnight travel, long work hours, often exceeding 40 hours per week, to complete tasks during specific periods throughout the year.

Minimum Qualifications:
Requires a minimum of a Bachelor of Science degree in wildlife biology or wildlife management, or closely related natural resource science degree, and two years of professional work experience in the wildlife or natural resources field. A completed Master of Science degree or higher may be substituted for two years of actual work experience.

The position requires extensive knowledge of migratory game bird identification, behavior, biology, life cycle ecology, population ecology, population management and habitat (especially breeding habitat) requirements. Applicants must be able to communicate effectively both orally and in writing with wildlife management professionals, the media and the public. Applicants must possess strong organizational and project coordination skills and work independently on multiple tasks with overlapping deadlines. Applicants must be able to work collaboratively with others on cooperative projects and to resolve problems. Applicants must be able to swim and possess skills in using canoes and small watercraft with paddles and outboards, and be able to serve as an observer in small aircraft for low level migratory bird surveys. Must be comfortable using various computer applications to carry out data analysis and other work duties, including but not limited to databases (e.g., Access), geospatial programs (e.g., ArcMap), spreadsheets (e.g., Excel) and word processors (e.g., Word).

Must have or be able to obtain a Class D North Dakota driver’s license. Must be able to lift at least 75 pounds and be willing to travel extensively.

Requires satisfactory completion of a criminal background check.

Preferred Qualifications:

Preference will be given for
1. Master’s degree or higher specializing in migratory game bird ecology or management
2. Experience in migratory game bird banding
3. Experience in migratory game bird data analysis
4. Experience in advanced statistical and biometric analysis methods and modeling
5. Experience using SAS, R, or other related analytical software
6. Experience designing and conducting migratory game bird research, and production of peer reviewed publications
7. Previous involvement in ongoing migratory game bird management programs
8. Experience with Flyway management and activities
9. Experience using GPS units and handling geospatial data in ArcMap or related GIS software
10. Actively participating in waterfowl and migratory game bird hunting

Application Procedures:
1. Applicants must complete the online application. Applicants will be scored by their responses to the questionnaire questions – please do not say “See Resume” to any questions.

2. Applicants must also upload a Cover Letter describing how the applicant’s ability and experience relates to the Summary of Work.

3. Applicants must upload a current Resume that includes information to demonstrate how you meet the minimum qualifications as posted.

4. Applicants must attach a document listing at least 3 professional references.

Applicants should save their applications frequently to avoid any loss of information. The online application system will time you out after 40 minutes and you will lose any information that is not saved.

Applicants must submit all documents above. It is very important to be thorough and detailed on all your application materials. If the Department’s human resource officer cannot determine that you meet the minimum qualifications or verify your answers to the questionnaire questions you will not be given credit.

Current State employees with access to PeopleSoft can access the job posting through the PeopleSoft Portal.

External applicants can access the job posting by going to the ND State Jobs Openings.

Applications must be completed by 11:59 pm on the posted closing date.

For information about the position or for persons needing accommodation or assistance in the application or interview process, contact Kim Kary, Chief Administrative Services Division at 701-328-6605.

For troubles or questions about applying on the online system, contact Melissa Long at 701-328-6318.

As employers, the State of North Dakota and political subdivisions prohibit smoking in all places of state and political subdivision employment in accordance with N.D.C.C. § 23-12-10.

Equal Opportunity Employer

The State of North Dakota and this hiring agency do not discriminate on the basis of race, color, national origin, sex (including sexual orientation and gender identity), genetics, religion, age, or disability in employment or the provision of services, and complies with the provisions of the North Dakota Human Rights Act.