

Working Title: Waterfowl Technician - Duck Bander
Job Class: Natural Resources Technician
Agency: MN Department of Natural Resources

- **Job ID:** 74666
- **Location:** Bemidji
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Seasonal
- **Date Posted:** 03/20/2024
- **Closing Date:** 04/09/2024
- **Hiring Agency/Seniority Unit:** Department of Natural Resources
- **Division/Unit:** DNR Fish and Wildlife
- **Work Shift/Work Hours:** Rotating Shift
- **Days of Work:** Varies
- **Travel Required:** Yes
- **Salary Range:** \$20.13 - \$27.98 / hourly
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 218 - Insufficient Work Time/Unrepresented
- **FLSA Status:** Non-Exempt
- **Telework Eligible:** No
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

Make a difference in the lives of Minnesotans.

The work you'll do is more than just a job. Join the talented, engaged and inclusive workforce dedicated to creating a better Minnesota.

Job Summary

The DNR is currently seeking a seasonal Waterfowl Technician - Duck Bander in Bemidji, MN.

This position will be responsible for the capture of waterfowl via night-lighting in north central, west-central, and northwestern Minnesota in July and August. In September, primary duties will be to assist with rocket netting of ducks in northwestern Minnesota. The technician will identify, age, sex, band, humanely handle waterfowl, attach leg bands to waterfowl, accurately record and enter data, write project summaries, operate and maintain field equipment, assist with other natural resource research projects as needed, contact and communicate with private landowners, and interact with the public and coworkers in a professional manner.

Normal anticipated season dates are from approximately June 24th through September 20th. This position will perform fieldwork that consists of variable workdays, including some weekend hours and overnight work. From early-July until late-August, the technician will work overnight hours.

When in travel status away from Bemidji, lodging will be provided and meals will be reimbursed.

Minimum Qualifications

- A keen interest in waterfowl biology and ecology.
- Knowledge of ecology, wildlife biology, and waterfowl biology.
- Knowledge necessary for identification of wild ducks normally encountered in Minnesota, including the skills to differentiate waterfowl to age and sex based on plumage and skills to identify ducks at long distances.
- Knowledge of wetland habitats in Minnesota.

- Knowledge of techniques used to capture wild waterfowl.
- Experience safely operating and maintaining equipment, including small boats with outboard motors, trucks (4WD), trailers, and generators.
- Familiarity with use of field maps and GPS units for field navigation at or between study sites.
- Ability to work as part of a group or independently.
- Ability to wear waders and life jackets while walking in wetlands with unconsolidated bottoms for long hours.
- Writing skills sufficient to communicate technical information and record field data.
- Ability to maintain accurate data records and field notes.
- Ability to communicate orally with individuals and small groups.
- Ability and willingness to collect biological data in the field responsibly and safely, often in wet environments and under challenging weather conditions (cold, heat, rain).
- Ability to construct, repair, and maintain trapping equipment.
- Ability to perform field work at night.
- Ability to work with minimal supervision.
- Knowledge of waterfowl ecology for species commonly occurring in Minnesota.
- Knowledge of band recovery data and its usefulness.
- Knowledge of invasive species concerns for Minnesota lakes, and skill in keeping equipment free of aquatic invasive species.

Preferred Qualifications

- Bachelor's degree in wildlife biology, wetland ecology, or a related field.
Skills and experience necessary to be added to MN DNR's banding permit as a sub-permittee.
- Experience handling wild animals for marking purposes, especially experience banding migratory birds.
- Experience identifying waterfowl to species, age, and sex; including identification of female ducks, male ducks in eclipse plumage, ducklings in downy plumage, and waterfowl at long distances.
- Experience using GPS units, maps, landmarks, and compasses for navigation in remote areas and at night.
- Experience interacting with private landowners.
- Experience with word processing, data entry (Microsoft Excel), and GIS programs.
- Experience safely operating multiple types of small boats including sport boats, canoes, and jon boats with small outboard motors or mud motors including operation at night, in shallow, and/or heavily vegetated waters.
- Experience safely setting up and using rocket nets to capture waterfowl.
- Writing skills sufficient to communicate technical information and record field data.

Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record.

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. The background check may consist of the following components:

- Conflict of Interest Review
- Criminal History Check
- Education Verification

- Employment Reference / Records Check
- License / Certification Verification

How to Apply

Select “Apply for Job” at the top of this page. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

If you have questions about the position, contact Bruce Davis at bruce.davis@state.mn.us or [218-308-2288](tel:218-308-2288).

If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at ADA.DNR@state.mn.us. To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Rebecca Mortellaro at rebecca.mortellaro@state.mn.us.

Why Work for Us

Diverse Workforce

We are committed to continually developing a workforce that reflects the diversity of our state and the populations we serve. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve the people of Minnesota.

A recent engagement survey of State of Minnesota employees found:

- 95% of employees understand how their work helps achieve their agency's mission
- 91% of employees feel trusted to do their jobs
- 88% of employees feel equipped to look at situations from other cultural perspectives when doing their job
- 87% of employees report flexibility in their work schedule

Comprehensive Benefits

Our benefits aim to balance four key elements that make life and work meaningful: health and wellness, financial well-being, professional development, and work/life harmony. As an employee, your benefits may include:

- Public pension plan
- Training and professional development
- Paid vacation and sick leave
- 11 paid holidays each year
- Paid parental leave
- Low-cost medical and dental coverage
- Prescription drug coverage
- Vision coverage
- Wellness programs and resources
- Employer paid life insurance
- Short-term and long-term disability
- Health care spending and savings accounts
- Dependent care spending account
- Tax-deferred compensation
- Employee Assistance Program (EAP)

- Tuition reimbursement
- [Federal Public Service Student Loan Forgiveness Program](#)

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

AN EQUAL OPPORTUNITY EMPLOYER

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. The State of Minnesota recognizes that a diverse workforce is essential and strongly encourages qualified women, minorities, individuals with disabilities, and veterans to apply.

We will make reasonable accommodations to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and indicate what assistance is needed.