



## PHEASANTS FOREVER AND QUAIL FOREVER

*The Habitat Organization*

### ***JOB VACANCY ANNOUNCEMENT***

### **Farm Bill Wildlife Biologist I or II**



**Location: Defiance, OH**

**Application Deadline:** Open until filled. Application evaluations and interviews will be conducted on an ongoing basis.

**Overview:** This position is made possible in partnership with the USDA Natural Resources Conservation Service (NRCS) and Ohio Division of Wildlife (ODOW). The positions will be an employee of and supervised by Pheasants Forever, Inc. and Quail Forever (PF & QF), with daily instruction, quality assurance, training, and workload prioritization provided by NRCS, ODOW, and the PF & QF State Coordinator and Senior Farm Bill Biologist. The work area includes Defiance, Williams, Henry, and Fulton Counties, with the primary workstation being the USDA Service Center in Defiance, OH. Occasional service to counties outside the primary work area may be required to address annual workload variance and assist teammates and partners. The biologist will work in joint capacity with NRCS, ODOW, and other partners to promote, accelerate enrollment, coordinate, and implement the conservation provisions of the Federal Farm Bill and other related wildlife conservation programs. Primary workload will focus on the Conservation Reserve Program (CRP), including the Conservation Reserve Enhancement Program (CREP) and State Acres for Wildlife Enhancement (SAFE), plus other relevant Farm Bill programs such as the Environmental Quality Incentive Program (EQIP), Conservation Stewardship Program (CSP), and Agricultural Conservation Easement Program (ACEP).

**Job Duties:**

- Provide technical assistance (wildlife habitat focus) and guidance to private landowners, government agencies, non-government organizations and other groups primarily through federal Farm Bill programs. Training provided jointly by NRCS, ODOW, and PF & QF.
- Complete field visits, conservation plans, job 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 Farm Bill conservation programs and other local and state programs.
- Review plans and specifications for feasibility for implementation under Farm Bill program contract rules, etc.
- Specific activities for CRP may include evaluations and conservation planning for new and re-enrolled contracts, mid-contract management and maintenance evaluations and recommendations, and status reviews.
- 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 PF & QF chapters to assist with habitat program education and outreach and provide technical assistance for habitat projects.

**Required Knowledge, Skills, and Abilities:**

- Ability to communicate clearly and effectively with landowners and partner agency staff.
- Ability to work independently with minimal supervision and with diverse clientele.
- Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans.

Specific knowledge of grassland/farmland associated wildlife species' habitat requirements is desirable.

- Knowledge of conservation and wildlife programs provided through the Farm Bill, as well as other federal, state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Knowledge of common herbaceous plants to Ohio and ability to identify them.
- Knowledge of agricultural landscapes, common farming and land use practices, and basic agricultural economics is desirable.
- Excellent verbal and written communication skills.
- Effective planning and organizational skills with ability to manage demanding workloads.
- Proficiency with ArcGIS and Microsoft Office Suite (Excel, Word, PowerPoint, Outlook, etc.) required.
- Valid driver's license required. Daily use of personal vehicle is required with a mileage reimbursement provided (Current rate is \$0.6550/mile). Work related travel can range from 6,000-10,000 miles/year.
- Work related overnight travel can range from 4-8 nights/year.
- Must be able to obtain USDA Federal Security Clearance.

**Preferred Education and Experience:** 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 Management or closely related natural resources field is preferred. At least 2 years of professional experience are required for a Farm Bill Biologist II. Proven experience working with USDA Farm Bill programs is preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. Practical and/or professional experience in farming and agricultural disciplines is highly beneficial. The successful applicant must enjoy working with private landowners and producers to achieve their conservation objectives.

**Salary and Benefits:**

- Starting salary of \$38,000 to \$49,000 (commensurate with qualifications).
- Health, vision, dental and more insurance coverage plans 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.
- Paid Time Off accrued at 15 days (120 hours) per year for new employees (increasing after 3 years).
- Bereavement/Family/Sick Leave of 6 days (48 hours) per year.
- 13 Paid holidays.
- An Employee Benefit Summary can be found on our [Careers](#) page.

**Application Requirements:** Combine your cover letter, resume, and three (3) references into a single file (Word document or PDF) before uploading it to our recruitment website at [www.pheasantsforever.org/careers](http://www.pheasantsforever.org/careers). *Only online applications will be accepted.*

**Contact:** Cody Grasser, PF/QF Ohio State Coordinator, [cgrasser@pheasantsforever.org](mailto:cgrasser@pheasantsforever.org) or 419-551-3875.

*Pheasants Forever and Quail Forever are 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.*