Farm Bill Wildlife Biologist II

Location: Jackson, OH

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

Anticipated Start Date: January-February 2024

Overview: This position is made possible in partnership with the USDA’s Natural Resources Conservation Service. The Farm Bill Wildlife Biologist II will work in joint capacity with partner agencies 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) and the Working Lands for Wildlife (WLFW) Northern Bobwhite Project. This position 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 and the PF & QF State Coordinator and Senior Farm Bill Biologist. This individual will provide technical assistance to partners and private landowners within Ohio’s WLFW Northern Bobwhite Project area consisting of 31 southern counties. The position will be headquartered in the Jackson USDA Service Center. Conservation delivery may also involve other relevant Farm Bill programs such as the Conservation Reserve Program (CRP), general EQIP, 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, program promotion/outreach, landowner technical assistance, and reporting.

Job 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 PF & QF.
- Complete field visits, conservation plans, implementation requirements (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 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 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 northern bobwhite and other wildlife ecology, and grassland, rangeland, 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 herbaceous plants common to southern Ohio and ability to identify them.
- Knowledge of conservation and wildlife programs provided by federal (i.e. Farm Bill, US Fish & Wildlife Service, etc.), state, & local entities.
- 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 demonstrated ability to manage demanding workloads.
- Proficiency with ArcGIS, GPS, 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 8,000-13,500 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, Rangeland Ecology, 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 $42,000 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 3 references into 1 file (Word document or PDF) before uploading it to our recruitment website at www.pheasantsforever.org/jobs. Only online applications will be accepted.

Contact: Cody Grasser, PF & QF Ohio State Coordinator, 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.