**Private Lands Biologist – Iowa & Minnesota**

2 Full-Time Positions (1 Iowa & 1 Minnesota)

Requisition ID:

**Great Lakes Atlantic Region: Iowa & Minnesota**

Full-Time, Remote, Statewide Ducks Unlimited Positions

Application Deadline: 21 July 2023 (or until filled)

**Work Area:**

Position Location: Flexible within each state. One position in Iowa and one position in Minnesota. Each position will work remotely and travel frequently to complete statewide workload demands.

**Position Overview:**

Ducks Unlimited, Inc., (DU) is seeking to hire two highly motivated Private Lands Biologists to deliver on the ground technical assistance to producers and landowners within Minnesota and Iowa. The selected candidates will play a significant role conserving instrumental acres enrolled in this initiative and will build relationships with valued partners and producers across their respective state. The Private Lands Biologists will be integrated into DUs Great Lakes/Atlantic Region (GLAR) – Working Lands Team, and support DU’s partnership with the National Pork Board (NPB), Sustainable Environmental Consultants (SEC), Millborn Seeds, and others. The partnership recently secured a Climate Smart Commodity grant (**Advancing US Pork Sustainability and Market Value**) that will support a variety of in-field regenerative agriculture practices such as cover crops, livestock integration, reduced or no-tillage and edge-of-field enhancements such as native grass and forb plantings across Iowa, Minnesota, and Northern-Missouri. The selected candidate will become part of a highly motivated team of biologists, agronomists, engineers, GIS Technicians, and other professionals working with state, federal and local agencies, private landowners, and agricultural partners to identify and develop opportunities to implement these practices while enhancing profitability and conserving natural resources. These positions will work remotely from a home office and will be expected to have routine interaction with all involved program partners and landowners. The successful candidates will have the opportunity to enhance their knowledge of agricultural systems, agronomy, soil health, wildlife conservation and then integrate their expertise into the delivery of this conservation program.
Specific Duties and Responsibilities:

In partnership with NPB and USDA, these positions will support DU, NPB and USDA agricultural program efforts within areas of priority across Iowa and Minnesota. As a member of DU’s Working Lands Team, the positions will provide conservation technical assistance and voluntary conservation program delivery (with a specific focus on regenerative agriculture) to producers, and private landowners. The selected candidates will work in a joint capacity with NPB, SEC, Millborn Seeds, and other state and federal partners to promote and accelerate enrollment for the program. They will be responsible to then coordinate and implement the conservation provisions of the Federal Farm Bill and other wildlife-related conservation programs, providing technical assistance for soil health practice adoption and wildlife habitat enhancement techniques to private landowners. Activities will include working one-on-one with private landowners (with specific focus on agronomic profitability and conservation), workshops and one-on-one meetings, contract coordination, conservation planning, site assessment and reporting. These positions will work with DU staff and other local partners to increase habitat management efforts and participate in regional and statewide habitat meetings, as necessary. They may also provide technical support and planning to the Natural Resource Conservation Service (NRCS) and other state, federal, and Non-Government Organization (NGO) partners as deemed appropriate.

Minimum Qualifications:

Preferred candidates must have a Bachelor of Science in agriculture, agronomic sciences, wildlife, or related field from an accredited university. At least two years of professional work experience focused on agriculture systems, programs, practices, and delivery is highly preferred. Experience in agronomy, specifically soil health principles/regenerative agriculture is highly preferred. Excellent written and oral communication skills, as well as interpersonal skills, are required. The ideal candidate will have a good working knowledge of agricultural systems and incentive programs, wildlife habitat integration, experience working one-on-one with private landowners to provide conservation planning assistance, and the ability to work well with diverse teams including DU staff, conservation partners, landowners, and agriculture producers. Positions will require frequent work out-of-doors, possibly in inclement weather, and may require physical exertion or lifting as needed. Candidates must be able and willing to travel as needed, including some overnight travel. These positions will consist of both office and field work.

Required and Preferred Knowledge, Skills, and Abilities:

- Knowledge of local, state, and federal conservation programs and policies (especially USDA Farm Bill) used to protect and restore wetlands and grasslands in agriculturally dominated landscapes is preferred.
• Working knowledge of Farm Bill programs such as the Environment Quality Incentives Program (EQIP), Conservation Stewardship Program (CSP) and Conservation Reserve Program (CRP) also preferred.

• Working knowledge of soil health principles and how they can be applied across different crop/soil systems and their agronomic benefit.

• Possess strong personal skills to effectively communicate with private landowners, USDA staff, other wildlife professionals and the public.

• Self-motivated with an ability to work effectively both independently and as a member of a team.

• Ability to effectively plan, organize and prioritize work activities and complete tasks to meet deadlines.

• Knowledge of Microsoft Office and ArcGIS software.

• Ability to prepare and present information on conservation programs to peers and the public.

• Specific knowledge in writing and delivering habitat management conservation plans.

• Possess good writing skills for preparation of grants, reports, management plans, etc.

• Perform other related duties as assigned.

• Possess a valid driver’s license and be willing to drive fleet vehicles or personal vehicle for federal mileage reimbursement rate when fleet vehicles are not available.

These positions will report directly to Courtney Nicks, Working Lands Program Coordinator-Iowa, Minnesota, & Missouri

Benefits/Salary: DU offers a competitive benefits package. Salary commensurate with education & experience. Typical starting salary ranges from $50,000 - $62,000/year with a variable compensation incentive program.

Application: To apply please go to www.ducks.org/jobs and fill out the application materials and attach a resume, cover letter and references by 21 July 2023. Please direct any questions regarding application materials to DU Human Resources hr@ducks.org. For further information regarding these positions, please contact Courtney Nicks at cnicks@ducks.org. These positions will be open until filled.

Application Deadline: Applications will be accepted through 21 July 2023 or until a qualified applicant is identified.
DUCKS UNLIMITED, INC. IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

It is the policy of Ducks Unlimited, Inc. to afford equal employment opportunity to all qualified persons regardless of race, color, religion, creed, national origin, ancestry, sex (including pregnancy, childbirth, lactation and related medical conditions), sexual orientation, gender, gender identity, gender expression, age (40 or over), disability (physical, mental or visual), genetic information, marital status (including registered domestic partnership status), military and veteran status, immigration status, or any other category protected by federal, state or local law.