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

Anticipated Start Date: September 2023

Overview: This position is part of a partnership between Quail Forever (QF), Tennessee Wildlife Resources Agency (TWRA), and Southeastern Grasslands Institute (SGI). Under the direction of the crew lead and QF/TWRA staff, crew members will conduct habitat management work on private and public land with a focus on the Tennessee Cumberland Plateau region. The incumbent will be a full-time employee of Pheasants Forever and Quail Forever and is based out of the Crossville, TN area. This unique opportunity will include the applied use of a wide variety of habitat management techniques while also providing opportunities to work with partner agencies and organizations, provide technical assistance, and assist with outreach efforts.

Duties: Led by a crew leader, the five-person team will work with partners to conduct habitat management practices with a focus on early-succession management and ecological restoration. The Priority work area will be on private and public lands on the Cumberland Plateau, but work may be conducted statewide. Major responsibilities include:

- Implement habitat management work on private lands as well as public lands that include but are not limited to edge feathering, herbicide application, burn line construction and prescribed burning, invasive species control, native grass/forb establishment, tree and shrub planting, and forest stand improvement.
- Assist crew lead to procure supplies and equipment.
- Provide habitat management technical assistance and information to landowners.
- Assist with grant reporting duties to ensure habitat management activities are accurately reported and entered in a timely manner.
- Assist with outreach and education efforts.
- Participate in scientific field studies and surveys.
- Perform other habitat management related duties as assigned.
- Jobs may require odd hours and travel/time away from home.

Required Knowledge Skills and Abilities:
- A solid understanding of environmental, ecological, and/or natural resource science. Education may be substituted for experience as determined relevant by the partners. Preference will be given to candidates that possess a bachelor’s degree with an emphasis in ecology, forestry, wildlife management, or a related natural resources degree.
- Demonstrated experience and knowledge of upland habitat management and restoration, identification and control of invasive plant species, and use of tractors and related implements (disks, roto-tiller, herbicide sprayers, seed drills, etc).
• Experience with conducting and implementing prescribed fire in both woodlands and grassland settings.
• Ability to communicate clearly and effectively with colleagues and partner agencies.
• Ability to work in a team setting and independently with little supervision.
• Knowledge of wildlife ecology, grassland management, forest management, and ability to identify southeastern plants and trees.
• Excellent verbal/written communication and organizational skills.
• Valid driver’s license required.
• Safe transportation/hauling of equipment.
• Applicant may be required to obtain a CDL, private pesticide applicators license, and will be required to obtain the TN Certified Prescribed Burn Manager Certification.

**Preferred Knowledge, Skills, and Abilities:**

- Have completed or be willing to complete the following NWCG Courses:

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<thead>
<tr>
<th>Course Title</th>
<th>Course Number</th>
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<tr>
<td>Introduction to ICS</td>
<td>I-100</td>
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<tr>
<td>Human Factors in Wildland Fire Service</td>
<td>L-180</td>
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<tr>
<td>Firefighter Training</td>
<td>S-130</td>
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<tr>
<td>Introduction to Wildland Fire Behavior</td>
<td>S-190</td>
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<tr>
<td>NIMS: An Introduction</td>
<td>IS-700</td>
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<tr>
<td>Wildland Fire Chainsaws</td>
<td>S-212</td>
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- Job-related experience using mechanical or chemical methods for controlling invasive species.
- Job-related experience using chainsaws and hack-and-squirt methods to complete forest stand improvement practices.
- Job-related experience operating and maintaining tractors, disks, and planting equipment.

**Training and Experience Guideline:** Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. More than one year of work experience in a wildlife, forestry, or agricultural related job. Applicants who possess a Bachelor of Science Degree in Wildlife Management or closely related natural resources field and/or related field experience is preferred.

**Salary:** Starting at $35,000 plus full benefits (see benefits summary on our Career page at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)).

**Housing:** The incumbent will be expected to find housing in Crossville, TN or in the surrounding area.

**To Apply:** Please combine your **cover letter, resume and 3 references** into 1 Word document or PDF file before uploading to the Resume area of your application on our Recruitment website: [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)

**If you have questions about the position, contact:** David Lowman, Habitat Specialist Crew Lead at [David.Lowman@tn.gov](mailto:David.Lowman@tn.gov) or 615-418-3962 or Paul Underwood, East TN Senior Farm Bill Wildlife Biologist at [PUnderwood@quailforever.org](mailto:PUnderwood@quailforever.org) or [Paul.Underwood@usda.gov](mailto:Paul.Underwood@usda.gov) or 865-304-6251

*Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action, e-Verify 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.