JOB VACANCY ANNOUNCEMENT

Wetland Easement Biologist I or II
Hiring for two positions

Locations: Juneau, WI and Richland Center, WI

Application Deadline: Open until filled

Anticipated Start Date: Open until filled

Overview & Job Duties:
Pheasants Forever, Inc. (PF) is seeking a biologist to assist with delivery of the USDA Agricultural Conservation Easement Program (ACEP)/Wetland Reserve Easements (WRE) provisions of the Federal Farm Bill in Wisconsin. The selected candidate will join the current PF Farm Bill Biologist team and will work across multiple counties in Southeast or Southwest Wisconsin. Work will include providing biological and technical wetland restoration assistance to landowners as well as conservation program administration. Activities will include program application assistance, program coordination, contract coordination, conservation planning, developing compatible use agreements, easement monitoring, site assessment, and reporting.

This position will work as a partner with USDA-Natural Resources Conservation Service (NRCS) and PF. The primary workstation will be Juneau or Richland Center NRCS Area Office with possible hybrid options.

The position will also work with PF chapters and other local partners to increase habitat management efforts and participate in regional and statewide habitat meetings. This position will be an employee of PF, with training, daily instruction, and overall leadership provided by both PF’s Wetland Easement Team Specialist and the NRCS’s Wetland Easement Team.

Note: This is a conservation planning position with an average of 60% office work and 40% site visits/field work; seasonal or programmatic variation does occur.

Duties:
- Provides technical assistance and guidance to private landowners that are interested in voluntarily improving their land through ACEP/WRE programs.
- Communicates program requirements, completes site visits to determine eligibility, gathers applications and other required program documentation, and develops wetland restoration plans (in cooperation with partners and NRCS staff) for applicants to the ACEP/WRE program.
- Recommends wetland enhancement actions and completes Compatible Use Agreements and/or Long-Term Agreements for current ACEP/WRE participants.
- Conducts monitoring and status reviews in person as well as remotely.
- Performs other related duties as assigned.

Required Skills and Abilities:
- Ability to communicate clearly and effectively with landowners with a focus on understanding their goals and objectives for their property
- Ability to work independently with little supervision and with diverse clientele
- Strong commitment to quality customer service with landowners and partners
- Excellent verbal and written communication
- Strong organizational skills
- Conflict resolution skills
- Occasional overnight travel required
• Valid driver’s license required; some use of personal vehicle required (mileage reimbursement provided)
• Able to obtain USDA Federal Security Clearance

Preferred Knowledge, Skills and Abilities:
• Experience with wetland habitat management and restoration techniques
• Working knowledge of wetland systems, including identification of wetland associated plants
• Knowledge of wildlife ecology, prescribed fire, and upland habitat management techniques
• Knowledge of the ACEP/WRE and other Farm Bill conservation programs
• Ability to convey the use of various habitat management tools in the development of management plans
• Knowledge of conservation and wildlife habitat programs provided by other Federal, state, and local entities.
• Knowledge of or practical experience with agricultural systems, farming and ranching

Education and Experience Preferred: A minimum qualification for this position is Bachelor of Science Degree in Wildlife Management or closely related natural resources field or related practical field experience. The position will receive training on the USDA Conservation Programs, Pheasants Forever, WDNR and other local and state programs.

Level II classification must have proven experience working with USDA Farm Bill programs and exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands.

Starting Salary: $40,000 for level I/$44,500 for level II + benefits (view benefits summary on our recruitment website at www.pheasantsforever.org/jobs)

Contact: Marty Moses, Wisconsin State Coordinator, at mmoses@pheasantsforever.org or 608-712-8625.

To Apply: Please combine your cover letter, resume and three (3) references as a single Word document or PDF file before uploading to the “Resume” area of your application on our recruitment website, www.pheasantsforever.org/jobs.

Pheasants Forever, Inc and Quail Forever is 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.