

**JOB ANNOUNCEMENT:** The Xerces Society

**JOB TITLE:** Pollinator Conservation Specialist and NRCS Partner Biologist (Central Region)

**LOCATION:** The location for this position is to be determined. Possible locations include:

- the NRCS Central Region Technology Support Center in Fort Worth, TX
- the North Dakota NRCS State office in Bismarck, ND
- the Minnesota NRCS State office in St Paul, MN
- the Iowa NRCS State office in Des Moines, IA
- the Wisconsin NRCS State office in Madison, WI
- Other locations are possible for the right candidate

**SCOPE:** Under the direction of the Xerces Society Pollinator Conservation Program Director and the USDA-Natural Resources Conservation Service (NRCS) Central Region Wildlife Biologist, the Pollinator Conservation Specialist will provide technical support and training to conservation agencies and farmers on pollinator and beneficial insect conservation in the Central U.S. This position is in collaboration with the NRCS Central National Technology Support Center (CNTSC).

**BACKGROUND:** The **Xerces Society** is an international nonprofit organization that protects wildlife through the conservation of invertebrates and their habitat. Invertebrates are essential to the reproduction of most flowering plants, including many fruits, vegetables, and nuts; they are food for birds, fish, and other animals; they build the stunning coral reefs in our oceans. Yet invertebrate populations are often imperiled by human activities and rarely accounted for in mainstream conservation.

Established in 1971, and named after the extinct Xerces blue butterfly, the Xerces Society is at the forefront of invertebrate protection, harnessing the knowledge of scientists and the enthusiasm of local citizens to implement conservation and education programs. We protect endangered species and their habitats, produce ground-breaking publications on insect conservation, train thousands of farmers and land managers to protect and manage habitat for beneficial insects, and raise awareness about the beneficial invertebrates of farms, forests, prairies, deserts, rivers, wetlands, and oceans. The Xerces Society is headquartered in Portland, Oregon, with regional offices in California, Nebraska, Minnesota, New Jersey, and North Carolina. We currently have 25 employees and multiple contractors, and an annual budget over \$2,000,000.

The **NRCS Central National Technology Support Center** is located in Fort Worth, Texas. This center includes a diverse team of specialists who support the technical work of the NRCS in the Central states. The CNTSC also includes three national technology teams responsible for acquiring and developing science-based conservation technology on grazing lands, wetlands, and wildlife. The NRCS has a strong interest in supporting pollinator conservation efforts nationwide, and the CNTSC will help oversee this work in the Central states.

**MAJOR JOB ACTIVITIES:** Working as a team with Xerces Society Pollinator Program staff and technical experts with the USDA-NRCS, the Central Region Pollinator Conservation Specialist will:

- Coordinate and conduct trainings on pollinator and beneficial insect conservation.
- Work with Xerces Society and NRCS specialists to develop or refine technical documents that support establishment of pollinator habitat or conservation biological control. Technical documents include plant lists, seed mixes, habitat restoration guidelines, habitat evaluation guides, and/or reference guides on pollinators or other beneficial insects. Special emphasis will be placed on support for organic or limited resource farmers and ranchers.
- Support northern Great Plains NRCS state offices and partners in the development of special initiatives to enhance foraging habitat for honey bees.
- Oversee development of pollinator habitat demonstrations on farms in the Central Region in coordination with NRCS specialists, local NRCS field offices, Conservation Districts, and other partners. Projects also may demonstrate conservation biological control strategies.
- Collaborate with NRCS, Cooperative Extension, or other Integrated Pest Management (IPM) experts to help NRCS conservation planners and farmers incorporate pollinator protection into IPM plans.
- Help develop and conduct multi-day train-the-trainer pollinator conservation courses for NRCS staff and partners.
- Develop pollinator conservation strategies that support specific crops commonly found in the central United States.
- Develop pollinator conservation plans for individual agricultural producers, addressing their unique production systems and conservation goals.

**REQUIRED KNOWLEDGE & SKILLS:** The successful candidate for this position will have extensive knowledge and experience in the ecology of bees and other pollinators, as well as in native plant restoration, range planting, and farming. He or she must be an effective communicator, capable of writing clear technical documents for diverse audiences, and coordinating and conducting trainings for conservation agency staff and agriculture stakeholders. The position also requires:

- A Bachelors degree (graduate degree strongly preferred) in horticulture, entomology, ecology, conservation biology, natural resource management, range management, or 3-5 years of experience in conservation science, and/or equivalent combination of education and experience.
- Experience in large-scale native plant restoration and range planting in the Central U.S., including the establishment of native wildflowers and woody plants, cover crops, forage legumes, and other conservation plantings.
- An understanding of pollination ecology and the role of native bees and managed bees in agro-ecosystems.
- Knowledge of Central U.S. wildlife (especially invertebrates), plants, natural communities, ecosystems, ecological processes, and their conservation needs.
- Ability to interpret, synthesize, and communicate complex scientific information to influence conservation practice.
- Ability to develop and deliver engaging presentations to audiences of more than twenty adults.
- Ability to communicate professionally with a wide variety of people, from federal agency staff to farmers to scientists.

- Ability to manage time and diverse activities under tight deadlines, while delivering high quality results.
- Ability to develop work plans and work independently on assigned tasks.
- Ability to develop, edit, and manipulate complex Excel spreadsheets.
- Ability to format and/or design professional documents using Word, Publisher, or other publishing software.
- Working knowledge of common software applications (e.g., Word, Excel, PowerPoint).

#### **ADDITIONAL DESIRABLE QUALIFICATIONS**

- Strong understanding of Central U.S. farming systems.
- Understanding of USDA Farm Bill conservation programs and the work of the USDA Natural Resources Conservation Service.
- Prior entrepreneurial experience (of any kind).
- A good sense of humor.

**TERMS:** This is a full time position and we are an at will employer. The Xerces Society is an equal opportunity employer committed to workforce diversity.

**SALARY:** \$34,000 - \$42,000 depending on experience.

**BENEFITS:** This position includes a generous benefits package including eleven paid holidays, three weeks of paid time off accrued after the first year, medical benefits, disability insurance coverage, a health savings account pre-tax contribution benefit option, and a flexible work environment. After first year of employment, eight percent of the base pay will be contributed toward a SEP retirement account.

**MORE INFORMATION:** For more information on the Xerces Society and our programs, please see our website: [www.xerces.org](http://www.xerces.org). To learn more about the NRCS and the CNTSC, please see <http://www.nrcs.usda.gov/wps/portal/nrcs/main/national/cntsc/>.

**APPLICATION:** No phone inquiries, please. Individuals interested in this position should email a cover letter, resume, and the names and contact information for three references as **a single attachment** [MS Word or PDF]. Put "Central Region Pollinator Conservation Specialist" in the subject line of the email and send to:

Katy Gray  
kgray@xerces.org

**DEADLINE:** October 7, 2013.