



JOB TITLE: Endangered Species Conservation Biologist

LOCATION: North Carolina or South Carolina preferred, will consider locations in Tennessee and Georgia. This position is a remote assignment, and applicants must be able to accommodate a home office location.

COMPENSATION: \$54,000-\$57,033 per year, commensurate with qualifications.

JOB START DATE: Mid-January 2023

APPLICATION DEADLINE: November 21, 2022

APPLICATION INSTRUCTIONS:

All applications must be submitted via our application website at: <http://bit.ly/xerces-jobs>

We are committed to creating a more diverse workforce that is welcoming to all employees and the communities we serve. As part of the application process, please be prepared to answer a brief essay question (1,000 characters or less) in which you describe some ways you might help Xerces collaborate with diverse audiences or historically excluded communities in this role.

Xerces is happy to provide accommodations for the job application process if needed. If you need an accommodation to complete the job application process, please email reasonable.accomodation@xerces.org.

JOIN US!

Come join a growing team of conservation professionals at the Xerces Society who are dedicated to protecting some of the world's most important animals. We are seeking a motivated expert who can join our team of endangered species and pollinator conservation specialists to launch a regional bumble bee atlas community science project, with an eye toward comprehensive conservation planning for bumble bees of the southeastern United States.

At Xerces, we harness the knowledge of scientists and the enthusiasm of the public to implement conservation programs. We take action by helping farms and public agencies develop conservation plans for pollinators and beneficial insects, producing ground-breaking publications on insect conservation, training thousands of farmers and land managers to protect and manage habitat for beneficial insects, protecting endangered species and their habitat, and engaging the public to raise awareness about invertebrates found on farms, forests, prairies, deserts, streams, wetlands, towns and cities. Our methods focus on habitat conservation planning, education, scientific analysis, advocacy, and applied research to conserve invertebrates, including bees, butterflies, mollusks, and fireflies.

WHAT YOU'LL BE DOING:

Reporting to the Xerces Society Endangered Species Program Bumble Bee Lead (*Portland, OR office*), and in collaboration with state and federal wildlife agencies in Georgia, North Carolina, Tennessee, and

South Carolina, the Endangered Species Conservation Biologist will launch a new initiative to conduct a region wide bumble bee atlas project in the southeast using community science. Building off the success of the Xerces Society's other bumble bee atlas projects in the Pacific Northwest, Great Plains and California, the successful candidate, working with state and regional partners, will develop and manage a region wide community science project, use emerging science (from this project and beyond) to develop effective land management strategies for bumble bees and other pollinators throughout the southeastern U.S. The Endangered Species Conservation Biologist will collaboratively focus on developing and implementing sampling protocols, coordinating and communicating with partners and community scientists, organizing and delivering training events, conducting field-based habitat and bumble bee surveys, and identifying bumble bees from photographs submitted by project participants. The successful applicant will also conduct outreach to the southeast's diverse and traditionally underserved communities to encourage broad participation in this community science project and other conservation programs. The ideal candidate will have excellent outreach and presentation skills, as well as experience working with volunteers, managing community science programs, developing and conducting field-based pollinator research projects, and surveying for and identifying bumble bees (*Bombus* spp.) that occur in the eastern U.S. This position will ideally be based in North Carolina or South Carolina, working from a home office (other locations in the region will also be considered).

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:

Working as a team with the Xerces Society Endangered Species and Pollinator Program staff, the person who fills this position will:

- Develop and launch a Southeast Bumble Bee Atlas in North Carolina, South Carolina, Georgia, and Tennessee, harnessing the participation of community scientists and other key partners, and using other Xerces Society bumble bee atlas projects as a model.
- Coordinate and provide educational training workshops to community scientists on bumble bee conservation, survey techniques, photography, and species identification.
- Collaborate with partners at state and federal wildlife agencies and the research community to identify bumble bee species in need of conservation and recovery action. Train others in the identification, protection, and recovery of these species.
- Accurately identify bumble bees from submitted photos and maintain a database of observations and associated data.
- Analyze collected data for spatial patterns and communicate results using ArcGIS Online, or similar tools.
- Use appropriate communication channels (website, social media, traditional media, email, etc.) to recruit and coordinate with project volunteers, project partners, and the general public.
- Use data gathered from the Atlas project (and other sources) to develop comprehensive conservation plans for southeastern bumble bees.
- During the field-season (approximately May - September) spend ~25% of the time conducting fieldwork, including bumble bee surveys and habitat assessments, at times in remote areas.
- Travel out-of-town for multiple days (approximately 5 overnights per month, potentially more, during the field season) to support the bumble bee Atlas and related projects.
- Support other Xerces Society Bumble Bee Atlas Projects.
- Engage in other endangered species and pollinator conservation projects.

**KNOWLEDGE, SKILLS, AND EXPERIENCE:
REQUIRED**

- Strong knowledge of and experience with bumble bee survey and identification and conservation techniques; specific familiarity with southeastern bumble bees and conservation issues is preferred.
- Experience working with volunteers and building diverse coalitions.
- Ability to work collaboratively with other Xerces Society staff members and with a wide variety of partners and stakeholders.
- Possession of a strong conservation ethic.
- Excellent written communication skills, including the ability to write clear emails, and technical documents for diverse audiences.
- Exceptional verbal communication, presentation, and public speaking skills for diverse audiences that include community scientists, land managers, conservation partners, and others.
- Excellent organizational skills and ability to manage multiple, complex projects, to prioritize work, and to consistently deliver high quality work products on schedule.
- Working knowledge of common software applications (e.g., Word, Excel, and PowerPoint).
- Website content management and social media communication experience.
- Project management skills including staff and/or volunteer oversight.

PREFERRED

- An understanding of the conservation organizations that work in the southeastern U.S. and an ability to develop partnerships to further the goals of the Southeast Bumble Bee Atlas.
- Experience with GIS software as well as spatial data analysis, and ideally habitat occupancy modeling.
- Proven capacity to manage databases, including database development, management, and query.
- Knowledge of native plant and weed identification in the southeastern U.S..

QUALIFICATIONS:

REQUIRED

- A Bachelor's degree (graduate degree preferred) in natural resource management, ecology, conservation biology, entomology, wildlife biology, or similar. More than 4 years of experience in conservation planning, pollinator or wildlife conservation
- Valid driver's license in the United States and a motor vehicle records check allowing employee to be insured under Xerces corporate liability insurance.
- Must have current authorization to work in the United States with any employer. Visa sponsorship is not provided for this position.

PREFERRED

- Bilingual (English and Spanish) or multilingual (including English and Spanish).

PHYSICAL REQUIREMENTS:

Be able to perform the following with reasonable breaks and/or accommodations:

- Be able to safely perform the following with reasonable breaks and/or reasonable accommodations:
- Move and transport supplies, materials, and equipment weighing up to 30 lbs.
- Work outdoors in the field for 8-10 hours per day, often in sparsely populated, remote locations and under potentially adverse or difficult conditions such as high heat and humidity, rain, darkness, biting and stinging insects and other dangerous wildlife (snakes, alligators, large mammals), or abrasive or poisonous vegetation, among others.
- Frequently traverse across unpaved roads and walkways, unimproved trails, and rugged terrain such as wetlands, sand dunes, desert canyons, and forested mountainsides for periods of 8 hours or more.
- Drive vehicle for periods of time of up to 8 hours.
- Operate a computer and other office productivity machinery, such as a telephone or computer printer for periods of time up to 8 hours.

STATUS: Full-Time, salaried, exempt position, scheduled to work ~ 40 hours/week. Schedule can be made flexible, and some night and weekend work will be necessary. This position will take place from the employee's home office.

BENEFITS: This position includes a generous benefits package: twelve paid holidays including two floating holidays that may be used for a personal or religious holiday observed by the employee or other occasion per policy, paid time off, paid health, dental, and disability insurance, option to participate in a pre-tax flexible spending account for medical and dependent care expenses, participation in a 401k retirement program upon eligibility and a flexible work environment.

TERMS: The Xerces Society is an at-will employer. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

MORE INFORMATION: For more information on the Xerces Society and our programs, please see our website: www.xerces.org

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EQUAL EMPLOYMENT OPPORTUNITY

The Xerces Society is proud to be an Affirmative Action/Equal Opportunity Employer including disability and veterans. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

PRIORITY REFERRAL OF PROTECTED VETERANS

We request priority referral of protected veterans for all openings with our organization. In order to be considered for employment, all applicants for employment with Xerces Society, apply through our Job

Board. When referring or being referred as a candidate, including protected veterans, please refer them to this applicant site; <https://xerces.org/job-opportunities>.