



**Pollinator Partnership Indiana Partner Biologist**  
**Location: Central Indiana Preferred (Specific Location Negotiable)**

**Application Deadline:** Review of applications will begin on **November 29th** and will continue until a suitable candidate is identified.

**Anticipated Start Date:** December 2022

**Pollinator Partnership (P2)** is looking for an experienced and passionate professional who possesses the skills to expand and enhance USDA's Natural Resources Conservation Service (NRCS) and P2 pollinator programs working as P2's Partner Biologist in Indiana. This individual will be a full-time employee of P2, working closely with NRCS Offices and their partners. This position will provide outreach, education, and technical assistance to a diversity of private landowners and partner organizations to accelerate adoption of pollinator and other wildlife conservation practices in Indiana. The P2 Partner Biologist will work in joint capacity with NRCS and other partner agencies to promote, coordinate, and implement conservation provisions of the Federal Farm Bill as it relates to pollinator habitat on private lands. Coverage area will primarily be focused within central Indiana, but will vary based on workload and program interest. This candidate should be a detailed and team-oriented professional, have a strong work ethic, and be committed to the mission and values of P2 and NRCS.

**Principal Responsibilities and Tasks:**

The Indiana Partner Biologist is responsible for the following duties and others as assigned:

- Gain familiarity and expertise with Indiana specific NRCS conservation programs and procedures.
- Utilize existing P2 program contacts and develop new relationships with stakeholders in the state.
- Develop and provide NRCS with education and outreach material for the public through videos, stories, blogs, social media, newsletters, and other mediums.
- Work with NRCS and other local partners to create short, engaging videos that introduce landowners and producers to pollinator-related NRCS conservation practices and implementation.
- Work with P2 staff, other conservation partners, and farmers to tell Farm Bill program success stories through short videos and blog articles.
- Conduct training workshops to teach agricultural land stewards about pollinator conservation.
- Accelerate conservation program enrollment by working with NRCS, P2 contacts, and other partners.
- Provide technical assistance for conservation practice implementation (pollinator habitat focus).
- Complete site visits, assess current and planned habitat conditions using the wildlife habitat evaluation guides (WHEG),
- Provide landowners technical assistance by developing pollinator/wildlife management plans, job sheets, and other required technical documentation for the conservation programs in cooperation with the NRCS staff and partners
- Facilitate the development of monarch butterfly and pollinator habitat best management practices for common scenarios, such as urban habitat, rural cropland or pasture conversion to pollinator habitat
- Communicate program requirements to participants of USDA-NRCS conservation programs and other local and state programs.
- Coordinate and routinely communicate with P2 colleagues, NRCS State, Area, and Field Office staff, and key partners in Indiana regarding project activities and status updates

**Required Knowledge, Skills, and Abilities:**

The Indiana Partner Biologist should possess the following minimum qualifications:

- Ability to build trust and communicate clearly and effectively with farmers, landowners, and partners.
- Ability to work independently with little supervision and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.

## POLLINATOR PARTNERSHIP

- Knowledge of the ecology of bees, butterflies, other pollinators, and natural enemies of crop pests.
- Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans.
- Excellent plant identification skills, with specific familiarity with forbs, shrubs and trees most beneficial to pollinators.
- Knowledge of conservation and wildlife habitat programs provided by federal, state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Understanding of regional farming systems and crops, including pesticides and pesticide use, and experience with common agricultural practices of the Midwest
- Knowledge of IPM practices, Conservation Biological Control, and other strategies for reducing negative impacts of pest management on pollinators and other beneficial insects
- Strong organizational skills, time management, and attention to detail, with demonstrated ability to manage demanding workloads.
- Excellent verbal and written communication skills and the ability to develop and give engaging presentations to audiences of more than twenty adults
- Comfortable working outside, willing and able to work across various habitat settings
- Ability to travel throughout Central Indiana (with occasional travel to other parts of the state) to conduct site visits, workshops, record video interviews and interpretive content, and occasionally work from local USDA NRCS Field Office(s)
- Proficiency with Microsoft and Google Office Suite (Excel, Word, PowerPoint, Outlook, etc.)
- Valid driver's license required; use of personal vehicle required with a mileage reimbursement provided.
- As a remote employee, individuals will need computer access and a workspace

**Education and Experience Preferred:** Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills, and abilities. A Bachelor of Science Degree in Wildlife Management or closely related natural resources field with a minimum of 2 years related experience is required. Proven experience working with USDA Farm Bill programs and map making utilizing GIS software (e.g. ArcGIS, QGIS, etc.) is highly preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. Practical and/or professional experience in farming and agricultural disciplines is highly beneficial. The successful applicant must enjoy working with private landowners and producers to achieve their conservation objectives.

**Schedule, Compensation, and Benefits:** Full-time, salaried, exempt position, scheduled to work ~40 hours/week with some scheduling flexibility. Beginning salary range \$45,000-\$50,000, commensurate with experience. Travel, lodging, mileage, and per diem expenses will be reimbursed, but are not to exceed a set amount. This position includes a generous benefits package: twelve paid holidays, paid time off, paid health, vision, life, and dental insurance, option to participate in a 401k retirement program, and a flexible work environment.

**Terms:** Pollinator Partnership 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.

**Duration:** This is a 3-year grant-funded position running until September 2025 and may continue depending upon availability of funds.

**How to Apply:** Interested candidates should email your cover letter, resume, and 3 references combined as 1 PDF to Amber Barnes at [ab@pollinator.org](mailto:ab@pollinator.org). Please name the email subject *and* attached PDF "P2 Indiana Partner Biologist – Last Name"