



P. O. BOX 110
CHELSEA MI 48118
(517) 522-3524 OFFICE
(313) 268-6189 MOBILE
WWW.HERPRMAN.COM

Wildlife Biologist

Description

HRM is looking for dedicated, motivated, self-driven and knowledgeable individual to join our team. We are seeking an individual to assist with inventory, monitoring, rescue/translocation, and habitat restoration work focused on amphibians, reptiles, and aquatic macroinvertebrates throughout Michigan and the Great Lakes region. Successful applicant will have the unique professional opportunity to assist with revising the Michigan Amphibian and Reptile Best Management Practices Manual as well as assist in development of reptile and amphibian habitat tool and updating the Michigan Herp Atlas. Additional responsibilities may include husbandry and record keeping associated with turtle headstarting and other long-term turtle conservation projects.

Field work will extend from April through October; specific dates determined based on project need and scope. Position to begin in January to help prepare for the field season. Typical work schedule is 5 days/week, Monday-Friday, but may vary on project needs and weather. Typical workdays during the field season average 10 hours a day though office or non-field days less.

Duties Include:

- Conducting field surveys for herpetofauna, avifauna, and aquatic macroinvertebrates, collecting data related to locations, habitats, and threats as well as taking measurement, setting traps, etc. in all weather conditions and times of day.
- Assist with supervising other staff and volunteers, ensuring protocols are followed.
- Participating in wildlife population surveys targeting herpetofauna, aquatic macroinvertebrates, and prepare technical and professional reports.
- Conduct desktop habitat and potential species review, map herpetofauna location data and habitats, and conduct simple spatial analyses using GIS.
- Assist with revisions to the Michigan Amphibian and Reptile Best Management Practices Manual including literature review, developing publication content, and layout using InDesign software.
- Assist with developing framework, protocols, and sample locations to develop an amphibian and reptile habitat assessment tool.
- Participate in outreach activities to landowners or other stakeholder groups to solicit species observations, obtain permission to access private properties for surveying, and sharing conservation messaging about habitat protection, etc.
- Assisting with collating data from project staff and volunteers plus public observations, running statistical analyses, and helping to interpret findings and compiling the results into reports and proposals.
- Participating in other facility operations as opportunities arise.
- Prepare drafts of technical memoranda, meeting minutes, transmittals, presentations, and other written materials.
- Compile data and information for public presentations.
- Conduct field surveys for threatened, endangered, or rare species, as well as species' habitat in support of ESA, CWA, and other environmental regulations.
- Other duties as assigned by Supervisor, Project Manager or others as needed in order to successfully complete the project deliverable or meet internal goals.

Requirements:

- Ability to follow detailed protocols, stay highly organized, task switch and prioritize conflicting goals.
- Proven time management and leadership skills.
- High degree of perseverance despite a variety of environmental conditions (cold, heat, sun, biting insects, tired volunteers, etc.).
- Strong oral communication and people skills, as well as writing skills.
- Experience with spreadsheets, GIS, and other data management tools.
- Flexibility regarding scheduling, positive attitude and passion for wildlife conservation.
- Ability to work and thrive as part of a close-knit team in challenging situations.
- Internal motivation and the ability to work without supervision.
- Possess a driver's license and have a reliable means of transportation to and from the office, and at times field sites.
- Experience navigating and collecting coordinates with hand-held GPS units.
- Locating and traveling to selected sample sites walk long distances may be required on occasion.
- Practical understanding of wildlife ecology and habitat requirement relating to Michigan ecosystems and wildlife.
- Understanding and applying habitat management and restoration practices including vegetative management and invasive plant control.

- Experience conducting field work using various monitoring protocols, including standard aquatic monitoring protocols, photo plots, and site observations.
- Experience in amphibian surveys and identification.
- Experience: recording, summarizing, and analyzing wildlife biological data.
- Ability to read, interpret and navigate using topographic maps.
- A solid work ethic and accountability.
- Strong organizational and time management skills, adaptability, and attention to detail.
- Physically and mentally able to work and survey in challenging and adverse terrain and weather conditions, including some long work days, out of town work, over-night stays, limited holidays and weekend work.
- Demonstrated technical writing skills.
- Physical capability and endurance to conduct fieldwork, including the ability to carry up to 30lbs.
- Ability to sit and stand for long periods.
- Visual acuity and manual dexterity.
- Repetitive wrist and hand motions required.

Preferred Skills and Abilities

- Knowledge of basic methods in designing and collecting field data.
- Knowledge of habitat classification, wildlife identification, and technical writing.
- Experience working with Adobe suite including InDesign preferred.
- Ability to write proposals and grants.
- Strong critical thinking skills that allow for collaborative innovation in problem solving and project planning.
- Proven ability to successfully work against a deadline and within constrained budgets.
- Proven self-motivation, adaptability, and organizational skills.

Education and Experience

- Bachelor's degree in biology, zoology, wildlife management, ecology, environmental biology, environmental science, or a related field minimum.
- Minimum three to five years professional experience conducting wildlife surveys using standard field sampling techniques.
- Demonstrated field experience in field work focused on amphibians and reptiles.

Compensation and Duration

Compensation starts at \$36,500 to \$41,500 (higher rate consideration for demonstrated professional experience) with opportunity for advancement. This is a full-time salaried position. Position does not come with medical or retirement benefits.

Application Guidelines

Submit a resume, cover letter referencing your availability, two pieces of technical writing, and three academic or professional references with contact information. Application deadline is January 31, 2020, though the positions will be filled as soon as qualified applicant is found. Application must be willing to submit to a background check and it is up to the discretion of HRM to perform drug screening. Position will be posted until filled.

Send application materials via email to:

David A. Mifsud,	Staff
Herpetological Resource and Management, LLC	Herpetological Resource and Management, LLC
DMifsud@HerpRMan.com	Staff@HerpRMan.com

Please write "HRM Wildlife Biologist Application" in the subject line. We will review your qualifications and those selected for interviews will be notified.