

TALENT MANAGEMENT JOB DESCRIPTION



JOB TITLE Wildlife Biologist
JOB FAMILY Science
JOB NUMBER 400001
SALARY GRADE 6
STATUS Salaried
DATE August 2023

YOUR POSITION WITH TNC

The Wildlife Biologist provides technical and scientific support for conservation initiatives in the Mississippi Chapter's Camp Shelby Field Office.

ESSENTIAL FUNCTIONS

The Wildlife Biologist collects and manages data for endangered, threatened and special herptofauna species. They classify targets and assess their data to prioritize areas for conservation in coordination with the Mississippi Military Department's Environmental program, the DeSoto National Forest and the United States Fish and Wildlife Service's Mississippi Field Office. The Wildlife Biologist conducts scientific surveys and research, records data, writes reports and assists with developing proposals in order to coordinate conservation programs that benefit herptofauna within Mississippi's Longleaf Pine Ecosystem.

RESPONSIBILITIES & SCOPE

- Manage a gopher tortoise head-start program that includes finding nests, egg incubation/hatching, and raising tortoises within a climate controlled facility. Ensure facility is maintained to benefit head-started gopher tortoises.
- Coordinate with the Mississippi Military Department's Environmental program, the United States Forest Service and other key stakeholders in determining gopher tortoise head-started release sites.
- Perform gopher tortoise burrow surveys associated with various projects that could impact their populations and submit reports/findings to the environmental program.
- Collect/manage GPS data on gopher tortoise, Black Pinesnake and at-risk species on Camp Shelby and manage a GIS database following the Mississippi Military Department's geodata standards. Create various maps using ArcGIS Pro related to projects/reports.
- Gather occurrence and/or life history data for the Black Pinesnake and other at-risk herptofauna on Camp Shelby. Develop and oversee monitoring methods for endangered and at-risk herptofauna.
- Provide habitat management recommendations, population updates and other data upon request to be included in Camp Shelby's Integrated Natural Resources Management Plans, DeSoto National Forest management objectives, and other projects/partners that could impact endangered and at-risk herptofauna within Mississippi's Longleaf Pine ecosystem.
- Prepare and submit required endangered species reports to federal and state partners and submit relevant annual report sections.
- Assist with prescribed fires on lands managed by the Mississippi Military Department's Environmental program.
- Manage a direct report in compliance with TNC's Managerial Excellence initiatives.
- Perform outreach activities related to herptofauna conservation at Camp Shelby.
- Assist with herptofauna budget development and monitoring.
- Work in variable weather conditions, at remote locations, in hazardous terrain and under physically demanding circumstances.

MINIMUM QUALIFICATIONS

- Master's Degree in science related field and 1 year of experience or equivalent combination of education and experience.
- Experience collecting, manipulating, analyzing and interpreting scientific data.
- Experience preparing reports of findings.

DESIRED QUALIFICATIONS

- Strong background in herpetology.
- People management experience.
- Ability to meet NWCG certification requirements to participate in prescribed fires.
- Strong knowledge of computer technology and common software applications.
- Attention to detail.
- Ability to meet deadlines.
- Experience with the safe operation of ATVs and UTVs including hauling this equipment on trailers.

Please provide a cover letter and resume.

ORGANIZATIONAL COMPETENCIES

Builds Relationships

Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.

Collaboration & Teamwork	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
Drives for Results	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
Leverages Difference	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
Systems Leadership	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of all genders with diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.