



Protecting our bays and estuaries

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Position Announcement:

SHOREBIRD HABITAT CONSERVATIONIST

Application Deadline: September 15, 2024 (open until filled)

Expected Start Date: November 1, 2024

DOL Status: Full-Time

FLSA Status: Exempt

Reports To: Director of Coastal Bird Program

Location: Corpus Christi, Texas; work will primarily focus on coastal counties of mid and lower Texas coast

Compensation: Salary range \$55,000 - \$60,000; dependent on experience and internal equity. CBBEP offers a benefits package that includes paid vacation and holidays, health, life and dental insurance, and a retirement program. Specific details provided during the hiring process.

About Coastal Bend Bays & Estuaries Program

Coastal Bend Bays & Estuaries Program (CBBEP) is a local non-profit 501(c)(3) organization dedicated to protecting and restoring the bays and estuaries of the Texas Coastal Bend. Since 1999, CBBEP has been working towards cleaner water and sediment, healthier habitats, greater public access, and a more aware and engaged public. With the help of federal, state, and local partners, CBBEP has restored thousands of acres of marsh habitat, funded dozens of projects designed to improve water quality, and installed infrastructure to enhance public access opportunities. The CBBEP Coastal Bird Program is focused on conservation of the diverse coastal avifauna of the western Gulf Coast.

Position description

CBBEP's Coastal Bird Program is seeking a Shorebird Habitat Conservationist to join our Migratory Shorebird Habitat Initiative team and become part of our efforts to advance conservation of bird populations through habitat management and outreach, and leveraging existing conservation programs and private/public resources to provide optimal habitat across the Texas Gulf Coastal Plain for a wide suite of bird species, with an emphasis on shorebirds. Well-planned and implemented wetland management strategies have yielded major benefits to migratory waterfowl. While we know some of these practices may also benefit shorebirds, a comprehensive and coordinated science-driven strategy for providing habitat at the landscape scale to match the temporal requirements for shorebirds is lacking. This project incorporates existing and new bird monitoring efforts to assess benefits of wetland and grassland management practices at the spatial and temporal scales that align with the migrations of millions of shorebirds that span the western hemisphere from the Arctic to Patagonia.

The Shorebird Habitat Conservationist will work closely with NRCS partners to improve inclusion of shorebird habitat specifications in conservation planning and delivery on private lands. The successful

candidate will spend much of their time meeting with landowners, managers and biologists, acquiring and sharing knowledge of current trends and practices and developing agreements to implement monitoring and/or management prescriptions on a range of habitats (e.g. moist-soil management units, croplands, rangelands) across a wide swath of the Texas Gulf Coastal Plain.

The position will be based in Corpus Christi, Texas, with shared office time between CBBEP's Corpus Christi office and nearby NRCS regional offices (such as Robstown or Refugio, specific location TBD) with fieldwork focused mostly across the central Texas coast. The Shorebird Habitat Conservationist will work with field offices to provide, technical, biological, and conservation planning expertise in the delivery of NRCS programs and will have a working knowledge of other programs (e.g. C-GRIP, Prairie Wetland Projects) available to support grassland/wetland conservation on private lands.

The successful applicant should expect frequent regional travel within NRCS Zones 3 & 4 of the Lower and Mid Gulf Coast region. Applicant will have access to CBBEP work vehicles and/or project-funded rental vehicle. Job duties sometimes require overnight travel and work outside of normal business hours, occasionally in inclement (especially, very hot) weather. The successful applicant will have access to high quality training and mentorship opportunities, while providing programmatic and technical assistance to private landowners. This position will work closely with the TX-NRCS and partners of the Gulf Coast Joint Venture (GCJV), adhering to all subject conservation program policies and directives.

This is a full-time position, grant-funded (USDA-NRCS) for two years, though there is a strong likelihood for extending the tenure contingent on project success and future grants. This position works under little to moderate supervision with considerable latitude for the use of initiative and independent judgment. The position reports to the Director of CBBEP's Coastal Bird Program and works closely with the Migratory Shorebird Habitat Initiative team.

EXAMPLES OF WORK PERFORMED

- Complete NRCS Conservation Planning and Business Tools training certifications
- Provide in-the-field, programmatic and technical assistance for state and federal wildlife conservation programs to private landowners.
- Conduct site visits to develop wetland habitat management plans and determine eligibility for USDA Farm Bill and other private land programs.
- Work closely with participating landowners to promote and enhance wetland and wildlife conservation management to improve water quality and wildlife benefits, focused particularly on migratory shorebirds.
- Assist local NRCS offices and private landowners in facilitating program applications and enrollment, support county offices in the development and assessment of project ranking, assist county offices with site specific conservation plans through Conversation Desktop (CD) program, contracts, and all other documentation required for participation in all wetland-friendly conservation programs.
- Preparation of semi-annual and final reports.
- Maintain clear communications and coordination with CBBEP's Migratory Shorebird Habitat Initiative team.
- Representation and engagement with public in outreach events and program activities.
- Professional interaction with biologists and managers in other nonprofits and agencies.
- Effectively represent the program with partners and donors.
- Provide input and insight to senior-level management in project development.

- Assist all involved agencies with wetland management workshops, promotions, and training.
- Host or co-host professional development training for partners and resource agencies

GENERAL QUALIFICATIONS

Experience and Education

- BS in biology, ecology or related field from an accredited four-year college or university; MS preferred. Relevant experience may be substituted for education.
- General knowledge of land use and wetland/grassland (including croplands) management strategies in the relevant geography.
- Familiarity with NRCS related programming or wetland management; experience working with NRCS/Farm Bill programs is highly preferred.

Knowledge, Skills, and Abilities

- General understanding of avian migration ecology and flyways.
- Familiarity with wetland and grassland systems, including identification of wetland associated flora and fauna; bird species identification (waterbird and shorebird) skills are a plus.
- Must possess a valid driver's license.
- Ability to operate and maintain UTVs/ATVs, trucks, trailers, and other field equipment.
- Applicant must have good oral and written communication skills, and be able to work efficiently both independently and as part of a team.
- Possess strong personal skills to effectively communicate with private landowners, USDA staff, other wildlife professionals, and the general public.
- Ability to prepare and present information on conservation programs to peers and the public.
- The job requires extensive travel to meet with landowners, managers and partners.
- Must be proficient using basic computer software (word processing, spreadsheets, powerpoint).
- Familiarity and experience with GIS and statistical software is a plus.
- Bilingual (Spanish/English) a plus.

CBBEP is an equal opportunity, drug-free employer committed to diversity in the workplace. EOE/Minorities/Females/Vet/Disability.

TO APPLY:

Position is open to all qualified applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, marital status, or status as a covered veteran.

To be considered your application must be submitted via email to info@cbbep.org. We will not accept faxed, mailed, or hand-delivered applications.

- In the email subject line put: **Shorebird Habitat Conservationist Position.**
- As an attachment, please compile a cover letter (including salary expectations), your resume, and provide names and contact information for three (3) professional references.