



# Protecting our bays and estuaries

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## Position Announcement:

### AVIAN CONSERVATION SPECIALIST - WATERBIRDS

Application Deadline: July 10, 2024 (open until filled)

Expected Start Date: September 1, 2024

**Location:** Corpus Christi, Texas; work will primarily be conducted between San Antonio Bay and the Upper Laguna Madre

#### About 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.

The Coastal Bird Program is seeking a motivated and energetic Avian Conservation Specialist to join our team and become part of our efforts to advance conservation of coastal bird populations through effective habitat management and outreach.

#### Position description:

We are seeking an enthusiastic and organized person with a strong work ethic and passion for science-driven bird conservation. This full-time position will be based in Corpus Christi, Texas, with fieldwork focused mostly across the central Texas coast. The Avian Conservation Specialist will be focused primarily on the wide range of colonial-nesting waterbirds that depend on the Texas coast, implementing habitat management and monitoring on nesting islands for over 20 species of colonial-nesting waterbirds, but will also provide support for projects with breeding and non-breeding shorebirds and other coastal bird guilds. The successful candidate will develop a greater understanding of coastal bird ecology as well as the range of anthropogenic and other factors that affect their nesting success, survival and fitness; and integrate and collaborate with the broader conservation community across the Texas coast.

This position is very field-oriented. The successful applicant should expect to be conducting field work between 2 and 4 full days/week. Job duties sometimes require overnight travel and work outside of normal business hours occasionally in inclement (especially, very hot) weather.

This is a permanent full-time position.

#### EXAMPLES OF WORK PERFORMED:

- Assess and conduct management of nesting habitat for colonial waterbirds
- Conduct waterbird and shorebird surveys according to established protocols
- Collect, compile and organize field data
- Assistance in report preparation
- Representation and engagement with public in outreach events and program activities

- Outreach to community and user groups to improve perception and conservation of coastal birds
- Professional interaction with biologists and managers in other nonprofits and agencies
- Coordination of volunteers
- Assist with capture and handling of live birds
- Effectively represent the program with partners and donors
- Provide input and insight to senior-level management in project development
- Organize, schedule and implement a field workplan
- Routine maintenance of vehicles/boats

## **GENERAL QUALIFICATION GUIDELINES**

### Experience and Education

- Combination of education and experience and a strong dedication to conservation of coastal birds and habitats.
- BS in biology, ecology or related field from an accredited four-year college or university is preferred, but relevant experience may be substituted for education.

### Knowledge, Skills, and Abilities

- Familiarity with bird species and general ecology of the Gulf coast is helpful, and good bird identification (waterbird and shorebird) skills are a plus.
- Must possess a valid driver's license.
- Applicant must have good oral and written communication skills, and be able to work efficiently both independently and as part of a group.
- The job requires boat operation and trailering – previous experience is preferred but a willingness to work to attain proficiency is required (training/orientation to be provided).
- Experience operating boats in Texas coastal bay systems should be noted in application materials, if applicable.
- Applicant must be able to occasionally lift up to 50 pounds.
- 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.

### **Compensation:**

Salary \$45,000 - \$49,000, dependent on experience and internal equity; benefits package that includes paid vacation and holidays, health, life and dental insurance, and a retirement program. Specific details provided during the hiring process.

**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](mailto:info@cbbep.org). We will not accept faxed, mailed, or hand-delivered applications.

- In the email subject line put: **Avian Conservation Specialist 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.