



KENT CONSERVATION DISTRICT

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EMPLOYMENT OPPORTUNITY MARSH BIRD BIOLOGIST

LOCATION: DNREC-Division of Fish & Wildlife
McKay Wildlife and Hunter Education Field Office
6180 Hay Point Landing Road
Smyrna, DE 19977

Closing Date: Until Filled
Salary: \$55,098.75

This is not a merit position. This is a contractual position with the opportunity to work long term.

The Kent Conservation District, a governmental subdivision of the State of Delaware, is seeking applicants for the contractual services position of Marsh Bird Biologist with the DNREC's Division of Fish and Wildlife. This permanent, full-time position is responsible for conducting research and monitoring activities on Delaware's wildlife (plants and animals) and developing actions to protect, conserve, and promote responsible resource management of these species for wildlife related recreational and educational opportunities.

Delaware provides critical habitat for several marsh bird species identified as Species of Greatest Conservation Need, including the federally threatened Black Rail and priority species such as the Saltmarsh Sparrow, and the Coastal Plains Swamp Sparrow. These birds use Delaware for breeding and migration and are at risk from climate change and landscape modification. The primary responsibilities of this position will be to develop and implement a marsh bird monitoring plan for the Division to monitor population trends of Delaware's marsh birds, and to add survey locations as Delaware begins marsh restoration efforts targeted for marsh nesting birds. This position will also serve as the DFW liaison to the saltmarsh sparrow and black rail working groups within the Atlantic Coast Joint Venture and work with state and federal agencies towards conservation and restoration of Delaware's expansive saltmarshes. The Marsh Bird Biologist may assist with other projects within Delaware as needed.

JOB DUTIES:

- Lead marsh bird and associated wetland habitat research and monitoring activities for Delaware.
- This position will work directly with a program manager and two avian biologists that implement conservation efforts on a broad suite of avian species, including breeding and migratory shorebirds, marsh birds, and colonial waterbirds.
- Collect data in the field using point counts, mist-netting, and nest searching, and conduct data analysis to estimate density and occupancy, species richness, and population parameters of various marsh bird species and associated upland and wetland habitats.
- Implement actions to protect and conserve marsh birds and associated upland and wetland habitats identified in the Delaware Wildlife Action Plan.
- Organize, process, and analyze large amounts of data.
- Ensure data is disseminated to partners in a timely manner.
- Provide technical assistance by performing site evaluations to assess habitat or species population status.
- Provide guidance on wildlife habitat restoration and management projects on private and public lands and assist with setting land-protection priorities for conservation partners and for state agencies.
- Supervise seasonal staff.
- Represent the Division of Fish and Wildlife on various technical committees.

QUALIFICATIONS

1. Possession of a bachelor's degree or higher in Environmental Planning, Biology, Environmental Science, Natural Science, Architectural History/Historical Preservation Archaeology/Anthropology, or related field.
2. Two years' experience in performing environmental specialist work which includes the analysis assessment of environmental and/or cultural impacts of projects and/or programs.

3. Two years' experience in analyzing and evaluating data.
4. Two years' experience in technical report writing.
5. Two years' experience in ensuring compliance with environmental laws, rules, regulations, standards, policies, and procedures.
6. One year experience in environmental project management which includes planning, developing implementing, managing, and evaluating environmental projects to ensure objectives are met.

PREFERRED QUALIFICATIONS

1. Possession of a master's degree or higher in Wildlife, Ecology, Conservation, Natural Resources, or related field.
2. Three years' experience managing wildlife research projects, which includes planning, developing, implementing, managing, and evaluating projects to ensure objectives are met.
3. Three years' experience using GIS mapping programs such as ArcMap or ArcPro.
4. Three years' experience in analyzing and evaluating scientific data.
5. Three years' experience conducting marsh bird surveys and identifying birds by sight or sound.
6. Two years' experience with capture, banding, marking, and processing birds.
7. Two years' experience prioritizing marsh sites for habitat restoration.
8. Two years' experience operating and navigating boats.

CONDITIONS OF EMPLOYMENT:

1. Possession of a valid Driver's License (not suspended, revoked, or cancelled, or disqualified from driving).
2. Applicants must be legally authorized to work in the United States. The Kent Conservation District does not provide sponsorship for holders of H1-B Visas.
3. Direct Deposit of paychecks is required of all new employees.

BENEFITS:

The Kent Conservation District offers a comprehensive benefit package including: 37.5 hour work week with flexible scheduling options, 15 paid vacation days the first year, 9 paid holidays a year, and 15 paid sick leave days per year. Pension and health insurance are also included in the benefits package. Direct Deposit of paychecks will be required as a condition of employment for new employees.

The Kent Conservation District is an Equal Opportunity Employer

TO APPLY, PLEASE EMAIL BOTH YOUR RESUME AND KCD APPLICATION ([PDF](#) or [MSWORD](#)) TO: (The KCD Application may also be downloaded from the KCD Employment Opportunities website) Patricia.Risher@delaware.gov

FOR MORE INFORMATION, PLEASE CONTACT

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