



## JOB ANNOUNCEMENT

**Job Title:** Eastern Oregon Field Coordinator  
**Department:** Conservation Department  
**Reports to:** Director of Conservation  
**Classification:** Non-exempt, Full-time  
**Pay rate:** \$23/hour  
**Location:** Harney County, Oregon

Local applicants from Eastern Oregon are strongly encouraged to apply.

Audubon will cover expenses associated with temporary housing for up to six months or until permanent housing can be found.

### **About Audubon Society of Portland**

Audubon Society of Portland has been a leading voice in conservation for over a century. Through conservation advocacy, environmental education, and wildlife rehabilitation, we promote the understanding, enjoyment, and protection of native birds, other wildlife and their habitats. We are located in a 150-acre wildlife sanctuary in Forest Park, just minutes from downtown Portland. With over 15,000 members and 450 regular volunteers, we are the largest independent chapter of the National Audubon Society in the United States.

Additional background regarding our extensive education, advocacy, wildlife rehabilitation, and habitat programs can be found at [www.audubonportland.org](http://www.audubonportland.org).

The Audubon Society of Portland has just completed a five-year strategic plan. A top priority is to infuse equity, inclusion, and diversity (EID) into all of our work. The Eastern Oregon Field Coordinator will play an important role in achieving the organization's EID goals through the delivery of high quality programs. We recognize that in order to serve diverse communities we must also have that diversity represented in our staff. Applicants of color, immigrants, and other underserved persons are encouraged to apply.

### **Job Summary**

Audubon Society of Portland seeks an enthusiastic and qualified candidate to advance our avian conservation efforts in Southeastern Oregon with a primary focus on Malheur National Wildlife Refuge and the Harney County area. This is a rare opportunity to work to protect birds at one of the most important bird areas in the United States. In addition to providing critical nesting and migration habitat for a wide range of avian species, Malheur is also the site of some of the most innovative collaborative conservation efforts in Oregon involving conservation groups, ranchers, public agencies and the Burns Paiute Tribe.

Portland Audubon has been working to protect birds on and around Malheur National Wildlife Refuge for more than a century and has based a seasonal staff member at Malheur for many years. This position will take our

work in Eastern Oregon to the next level through a year-round presence that advances our conservation initiatives and builds strong relationships in Southeastern Oregon.

The Eastern Oregon Field Coordinator is a multifaceted position that includes conducting avian surveys on and around Malheur National Wildlife Refuge, conservation policy, public engagement, project implementation, and building constructive relationships across the urban-rural divide. The ideal candidate possesses strong visual and aural avian identification and survey skills, excellent public engagement ability, and a strong affinity for engaging rural communities with birding and conservation. Qualified candidates must be willing to find housing and live in Harney County near Malheur National Wildlife Refuge.

Qualified applicants should be comfortable working in remote field situations under a variety of weather conditions. Applicants must be comfortable navigating off-trail with a map and GPS, be capable of hiking many miles each day and able to work independently as well as with groups.

Qualified applicants are able to juggle tasks with professionalism, flexibility, and a sense of humor. They must have excellent communication skills as they will be working with volunteers, stakeholders, membership groups, government agencies and the general public in office and field settings.

### **Essential Duties and Responsibilities**

- **Biological Surveys:** Conduct bird surveys on and around Malheur National Wildlife Refuge. Bird survey work may include songbird point counts, waterfowl surveys, duck banding, shorebird surveys, Sandhill Crane recruitment, and Trumpeter Swan production surveys.
- **Volunteer Work Parties:** Work with partners, including USFWS, civic groups and other conservation organizations, to organize and execute a series of volunteer work party events that will engage the community in efforts to improve and enhance natural resources of Harney County.
- **Outreach:** Assist Refuge and Audubon staff with engaging visitors and the local community with the refuge and the collaborative efforts to restore the Refuge and surrounding landscape.
- **Conservation Policy:** Represent Audubon Society of Portland on various conservation issues in Eastern Oregon including serving on natural resource policy committees, attending meetings, writing comments on issues such as Lake Malheur restoration, Greater Sage Grouse recovery efforts, and Steens Mountain protections.
- **Relationship Building:** Meet with a wide array of stakeholders on a regular basis including natural resource agencies, local communities, ranchers, Native American tribes, and other conservation groups to better inform Portland Audubon's policy decisions, increase communication and diversity, and explore opportunities for further collaboration.

### **Preferred Qualifications**

- Two- or four-year college degree in wildlife ecology or a related field, or commensurate field experience;
- Familiarity with bird survey protocols (e.g. point count methodology), ability to identify NW birds by sight and sound, and GPS skills;
- Demonstrable ability to effectively interact with and engage the general public about the natural world and conservation issues;
- Excellent organizational skills, including experience organizing and leading volunteer work party events;

- Demonstrated initiative engaging and working with people from diverse walks of life with a particular focus on engaging rural communities in conservation initiatives;
- Demonstrable commitment to the principles of diversity, equity and inclusion;
- Experience working in collaborative conservation initiatives with diverse stakeholders.

### **Special Conditions/Restrictions of the Position**

- Ability to hike several miles per day under remote conditions.
- Valid driver's license, access to a vehicle and ability to drive on remote, unpaved roads. Access to government vehicle will be provided for some work.

### **Application**

Audubon Society of Portland does not discriminate on the basis of race, creed, sex, sexual orientation, age, religion, marital status, national origin, political affiliation or mental or physical handicap. Candidates of color are strongly encouraged to apply. Audubon Society of Portland is committed to building a diverse and inclusive environment, reflecting the diversity of our community in its board, staff, volunteers, and members; ensuring its internal culture, business practices, and programs are welcoming and advance its diversity goals; and empowering people to make positive changes in their community and environment. The position is expected to serve diverse audiences and help advance Portland Audubon's diversity strategies. More background on our diversity efforts can be found at <http://audubonportland.org/about>.

### **Emailed submissions preferred**

#### **To apply:**

Please email your **cover letter, resume, and completed employment application\*** to [jobs@audubonportland.org](mailto:jobs@audubonportland.org) with subject line: "Eastern Oregon Field Coordinator." Professional references should include at least two people who can speak to applicant's experience working on biological surveys and/or with the public.

\*Employment application available at [www.audubonportland.org/about/jobs](http://www.audubonportland.org/about/jobs)

#### **Alternatively, submit via US Postal Service to:**

Keia Booker, Human Relations Manager  
Attn: Malheur Field Coordinator  
Audubon Society of Portland  
5151 NW Cornell Road  
Portland, OR 97210

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