

JOB ANNOUNCEMENT

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| JOB TITLE: | Pollinator Conservation Specialist / Agronomist |
| JOB LOCATION: | Preference is to locate this position at a home office in Minnesota or North Dakota. For the right candidate, we may consider additional location options. |
| JOB START DATE: | Hiring preference will go to candidates available to start in early to mid-January; some flexibility of start date exists. |

WHO ARE WE?

The Xerces Society is a growing nonprofit organization dedicated to protecting wildlife through the conservation of invertebrates and their habitat. Our methods focus on advocacy, education, scientific analysis, and applied research to defend invertebrates such as bees, butterflies, mollusks, and dragonflies. Established in 1971 and based in Portland, Oregon, the Society is at the forefront of invertebrate protection worldwide, harnessing the knowledge of scientists and the enthusiasm of citizens to implement conservation programs. We take action by protecting endangered species and their habitat, producing ground-breaking publications on insect conservation, training thousands of farmers and land managers to protect and manage habitat for beneficial insects, and raising public awareness about the invertebrates of forests, prairies, deserts, creeks, wetlands, and oceans.

WHAT YOU'LL BE DOING: Reporting to the Xerces Society Pollinator Conservation Program Co-Director (Eric Lee-Mäder), and in collaboration with private sector partners, the Pollinator Conservation Specialist / Agronomist will:

- Coordinate day to day operations of pollinator habitat enhancement and establishment across thousands of acres of farmland in the Upper Midwest, Northern Plains, and Prairie Provinces of Canada
- Develop and consistently improve habitat establishment methodology in pasture and cropland settings
- Provide regular habitat restoration technical support to other farmers, partner organizations, and other Xerces staff
- Build and maintain positive working relationships with farmers including remote technical assistance and encouragement to ensure successful project completion
- Source plant materials for habitat projects in both the U.S. and Canada
- Collaboration with grain processors and conservation agencies including the USDA-NRCS and Canadian Conservation Districts to recruit farmers for pollinator habitat establishment
- Foster excellent relationships with seed industry partners and suppliers
- Support Xerces' partners with science-based advice and consulting on restoration practice, seed sourcing and other aspects of habitat restoration

The Xerces Society manages the largest and most advanced pollinator conservation program in the world and we offer unparalleled career opportunities for participating in some of the most cutting-edge wildlife conservation happening today.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES: Working independently and with other members of the Xerces Pollinator Conservation Program, the Pollinator Conservation Specialist / Agronomist will:

- Plan and implement pollinator habitat restoration and enhancement projects by:
 - Building and maintaining partnerships with farmers, major food companies, and government agencies
 - Providing project partners with guidance on site preparation, plant establishment, and ongoing maintenance
 - Designing planting plans focused on diverse pasture legumes and locally native wildflower species
 - Sourcing ecologically appropriate plant materials for projects
 - Work hands-on to establish native wildflowers and grasses and forage legumes through direct seeding
- Prepare project progress reports for the Xerces grant team
- Respond to requests for information from Xerces Society team members, farmers, clients, natural resource agencies, and the public about ecologically sound approaches to planting pollinator-attractive plants
- Represent the Xerces Society at professional conferences and local meetings through oral and/or poster presentations
- Daily communication with a remotely based supervisor and co-workers
- This job will require travel to locations across the Northern Plains, Upper Midwest, and occasionally to the Prairie Provinces of Canada; the ability to travel out of town and overnight occasionally up to 5 days/month is required

KNOWLEDGE, SKILLS & EXPERIENCE WE'D LIKE TO SEE:

The successful candidate for this position will have:

REQUIRED:

- A working knowledge of native pollinator ecology
- An understanding of crop systems in the Northern Plains and Upper Midwest
- A successful track record of habitat restoration or wildlife food plot establishment
- Exceptional written and verbal communication skills
- Ability to organize meetings and present information to diverse stakeholders, primarily farmers and conservation agencies
- An understanding of native plant and/or pasture seeding methodologies

PREFERRED:

- A strong knowledge of agronomy and pasture management and plant ecology
- Familiarity with forage legumes and native prairie plants

QUALIFICATIONS:

REQUIRED:

- A Bachelor's degree (Master's degree strongly preferred) in agronomy, ecology, conservation biology, or natural resource management, or 3–5 years' experience in restoration and plant materials science, and/or an equivalent combination of education and experience
- A valid driver's license
- A current U.S. passport and legal authorization to work in the United States at time of hire
- A general understanding of the role of pollinators and beneficial insects (especially native bees) in agro-ecosystems
- Ability to manage complex or multiple projects
- Ability to synthesize, interpret, and communicate complex scientific information in a way that will influence conservation and habitat restoration practice
- Ability to develop and give engaging presentations to audiences of more than twenty adults
- Ability to communicate professionally with a wide variety of people
- Ability to manage time and diverse activities under deadlines, while delivering quality results
- Ability to work independently on assigned tasks
- Working knowledge of common software applications (e.g. Word, Excel, PowerPoint, Web applications)

PREFERRED:

- Previous direct experience in managing pasture vegetation systems, especially for diverse forage blends
- Experience with diversified cover crop systems
- Previous employment in farming or in an agency or organization supporting farmers
- Understanding of USDA conservation programs
- Prior entrepreneurial experience (of any kind)
- A good sense of humor

PHYSICAL REQUIREMENTS:

- Occasionally lift and move supplies, materials, equipment weighing up to 40 pounds
- Frequently traverse across agricultural roads and fields, unpaved roads and walkways, and unimproved trails for periods of 8 hours
- Drive vehicle for periods of up to 8 hours
- Work in the field under potentially adverse weather conditions



STATUS AND COMPENSATION: This is a regular, full-time position (40 hours/week) with a salary of \$36,000 to \$45,000 depending on experience.

BENEFITS: This position includes a generous benefits package: eleven paid holidays, paid time off, paid health and disability insurance, option to participate in a pre-tax flexible spending account for medical and dependent care expenses, participation in a 401k retirement program upon eligibility and a flexible work environment.

TERMS: The Xerces Society is an at-will employer. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

MORE INFORMATION: The Xerces Society is an equal opportunity employer committed to workforce diversity. For more information on the Xerces Society and our programs, please see our website, www.xerces.org.

APPLICATION INSTRUCTIONS:

1. Combine cover letter, resume, and the names and contact information for three references into a single attachment in MS Word or Adobe PDF.
2. In your cover letter, please address the date you are available to start.
3. Use your full name as the file name.
4. Subject line of your email is: "POLLINATOR CONSERVATION SPECIALIST / AGRONOMIST"
5. Send to careers@xerces.org

APPLICATION DEADLINE: Job open until filled; applications will be reviewed as they are received.

APPLICATION FOLLOW UP:

Unfortunately, due to the volume of communications we are unable to respond to individual applicants inquiries. We ask that applicants do not contact our office via phone or email about their application. You will be contacted if selected for an interview. All applicants will receive email notification once position is filled.