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## JOB ANNOUNCEMENT

# Sagebrush Field

# Delivery Capacity Specialist



**LOCATION:** Negotiable, but must be located within Intermountain West Joint Venture (IWJV) boundary in MT, ID, WA, OR, WY, CO, UT, NV, NM, and AZ

**SALARY RANGE:** \$65,000 - \$75,000

**CLOSING DATE:** October 29, 2023

**ANTICIPATED START DATE:** December 1, 2024

### POSITION OVERVIEW:

Pheasants Forever partnering with IWJV is seeking a Sagebrush Field Delivery Capacity Specialist to support the Partnering to Conserve Sagebrush Rangelands initiative. The initial emphasis of this position will be supporting and providing leadership and organization to the strategically placed, partner-driven Sage Capacity Team (SCT) members and supporting partners in their efforts to support, guide and coordinate these positions. This position does not directly supervise the SCTs, but rather is a critical partner that ensures that these positions have the tools, support, and partnership coordination to be successful in their uniquely crafted position across the landscape.

Additionally, the Sagebrush Field Delivery Capacity Specialist will provide vision and scoping efforts to continue to build capacity in strategically placed, partnership driven efforts across the West. Work will be guided by the IWJV's [Strategic Plan](#), Implementation Plan, and Annual Operational Plans and the Intra Agency Agreements with the BLM. The areas of emphasis, geographies, and partners may shift over time, requiring a high level of adaptability and interest in a variety of conservation issues and bird habitats. The position is expected to integrate within the IWJV and BLM collaborative and interdisciplinary team to support the partnership and work associated with the intra agency agreements that are in place and future additional funding and partnerships in coordination with the IWJV's Sagebrush Conservation Coordinator and the PF West Region Director. This position is a PF position supervised by the West Region Director with day-to-day guidance, oversight, and support from IWJV Sagebrush Conservation Coordinator

### MAJOR DUTIES:

The fundamental focus of this position is **providing leadership and support to the strategically placed, partner-driven SCT members to ensure coordinated efforts to accelerate conservation**. Work directly with partners – specifically BLM, non government organizations, Natural Resource Conservation Service, state fish and wildlife agencies, public lands ranchers, and other local partners – to implement future field delivery capacity investments that achieve the objectives of the BLM-IWJV Agreement to further sagebrush conservation efforts. Primary duties include, but are not limited to:

- Identify host entities to house the unique positions and identify additional partners to participate as SCT advisory committee members to help support the positions and guide their work.
- In collaboration with the host entity, conduct onboarding for new positions, regular check-ins with SCT members and coordinate yearly progress check-ins with positions, host entities, supervisors, partners and funding contributors, additional check-ins as needed.
- Create training opportunities and coordinate technical assistance to support the broad partnership positions.
- Collaborate with BLM and partners to ensure that the field capacity investments are meeting the objectives of funding partners and proactively address issues when they arise.
- Coordinate meetings between SCT and IWJV sagebrush staff on a quarterly basis or as needed to share information, identify field implementation bottlenecks, develop solutions to challenges in collaborative sagebrush conservation, and provide progress updates.

- Identify public and private funding contributions to ensure multi-year financial support for SCT positions.
- Assist with preparation of progress reports highlighting accomplishments of the SCT and the IWJV/BLM partnership.
- Assist with presentations and/or updates about this partnership at sagebrush conservation meetings, collaboration forums, local work groups, watershed groups, and other venues that build support for collaborative sagebrush conservation.
- Identify communication opportunities and tech transfer needs of SCT and coordinate with the IWJV communications and S2I team to address these.
- Strengthen relationships between BLM managers and State wildlife agencies to support collaborative sagebrush habitat conservation efforts of the SCT.
- Assist the Sagebrush Conservation Coordinator, BLM, and partners in all aspects of developing and funding capacity positions.
- Participate, when requested by the IWJV Sagebrush Conservation Coordinator, in IWJV Management Board meetings, BLM meetings, IWJV/BLM biweekly team meetings and/or other professional meetings and carry out other duties as required.
- Act as a liaison between IWJV and PF to strengthen Pheasants Forever's partnership with IWJV through coordination, regular communication, and strategic thinking to advance the restoration of sagebrush habitats and connect to rural communities throughout the western United States.

### **KNOWLEDGE, SKILLS, ABILITIES & EXPERIENCE:**

The PF and IWJV recognizes that working effectively with people is fundamental to our success in catalyzing landscape-scale conservation outcomes within the Intermountain West. This position requires specific partnership abilities and landscape knowledge that is mission critical.

Preferred knowledge & skills:

- Minimum of five years of progressively responsible experience in fishery/wildlife habitat management, range management, habitat conservation program delivery, or watershed management.
- Demonstrated ability to work and build partnerships with a multitude of partners including, but not limited to private landowners, tribes, researchers, locally and nationally based organizations, funding entities, industry partners, state and federal agencies.
- Experience supporting, coordinating and leading a group or team over a large geography and with individual priorities.
- Demonstrated practice of emotional intelligence through exercising self-awareness, self-management, social awareness, and relationship management.
- Demonstrated track record of grant-writing and obtaining funding and/or facilitating strategic investments by conservation agencies, organizations, corporations, or major donors.
- Experience in program management, strategic planning, and team-building.
- An understanding of how state and federal wildlife or natural resource agencies operate.
- Commitment to building relationships and trust with partners and team members.
- Excellent oral and written communication skills with a wide range of people.
- Ability and willingness to travel extensively; the size of the sagebrush ecosystem and IWJV service area warrants frequent travel to connect with the partnership and support stated objectives.
- Ability to create new reporting, tracking, and data sharing platforms to help streamline information and accelerate conservation actions.

Desired, but not required experience:

- Knowledge of habitat conservation actions, approaches, and programs utilized to conserve sagebrush habitats of the Intermountain West.
- Experience working with BLM at various levels
- Bachelor's degree in wildlife biology/management, range management, restoration biology, or related field.
- Familiarity with key conservation issues within the western landscape.

### **BENEFITS:**

This position is a Pheasants Forever position with benefits that include: medical, dental, vision, annual and sick leave; and a 401(k) retirement option. See our Benefit Summary on our jobs page [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) .

**TO APPLY:** ONLY ONLINE APPLICATIONS WILL BE ACCEPTED. Please combine your cover letter that describes your experience and your vision for creating capacity in a complex conservation landscape, a resume with contact information, and 3 references into a single Word document or PDF file before uploading to the resume area of your application on the Recruitment website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs) . Additional questions may be directed to Al Eiden West Region Director at 602-513-6360 or [aeiden@pheasantsforever.org](mailto:aeiden@pheasantsforever.org) or Mandi Hirsch IWJV Sagebrush Conservation Coordinator at [mandi.hirsch@iwjv.org](mailto:mandi.hirsch@iwjv.org) or (970) 985-5780

Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.

#### **MORE ABOUT THE IWJV:**

One of 18 U.S. Habitat Joint Ventures, IWJV was established in 1994 to catalyze bird habitat conservation through the collaborative power of diverse public-private partnerships. IWJV operates across all or parts of 11 western states and encompasses some of the most diverse and intact landscapes in the West. At IWJV, we envision an Intermountain West where people, birds, and other wildlife thrive. Our mission is to conserve and enhance bird habitats at meaningful scales through capacity building, science, communications, and partnerships.

Visit [www.iwjv.org](http://www.iwjv.org) for more information.

#### **MORE ABOUT THIS PARTNERSHIP:**

In 2016, the Intermountain West Joint Venture (IWJV) and the Bureau of Land Management (BLM) established [Partnering to Conserve Sagebrush Rangelands](#), an initiative spanning all or parts of the 11 western states. Together, the IWJV and BLM along with numerous state and local partners have worked together to build this initiative into an established model, delivering conservation and restoration through a collaborative, cross boundary landscape scale approach. The IWJV's role is to support the BLM and partners by providing: 1) coordination and staffing to increase field-level capacity in priority landscapes, 2) science capacity and technical transfer to better focus implementation and evaluate outcomes, 3) enhanced communications and outreach, and 4) strengthened partnerships for projects related to sage grouse and sagebrush ecosystems. Specific conservation activities are geared towards controlling invading conifers; fire prevention, suppression, and recovery; treatment of noxious and invasive weeds; and, the restoration and enhancement of riparian and wet meadow habitats; conservation of Big Game habitat and migration corridors; and support for the BLM's Outcome Based Grazing program.

A component of this partnership work is creating capacity positions to accelerate on the ground work, promoting and building partnerships and increasing project coordination across ownerships and amongst organization, agencies and private land efforts. To conduct this work, the Sage Capacity Team (SCT) has been established and grown to over 15 partner capacity positions. Over the course of the last 7 years, this team has provided the BLM and partners with much needed capacity to support sagebrush habitat conservation efforts across public and private lands, resulting in approximately 553,684 acres of completed conservation projects with these collaborative efforts helping deliver \$38,169,347 in projects, benefiting communities, wildlife, and habitat across the West. The SCT Team is expected to increase by an additional 13 new positions in 2024 based in BLM Restoration Landscapes along with an additional 2-3 new Wildlife and/or Fire and Fuels funded positions.

People and partnerships are the heart and soul of the IWJV. Our organization is composed of a Management Board, staff, and partners with a wide range of experiences, expertise, and perspectives resulting in collaborative and effective conservation. We are dedicated to promoting diversity, equality, and inclusion in our day-to-day work processes. Each member of our team brings a unique set of skills and contexts that contribute to a high-functioning, innovative, and fast-paced work environment. We recruit, employ, train, compensate, and promote regardless of race, religion, color, national origin, sex, disability, age, sexual orientation, veteran status, and other protected status.