



Sandhill Crane and Red-winged Blackbird, photo by Scott Carpenter.

## NOW HIRING Malheur Biological Technician

Application Deadline: February 26, 2024

**Job Title:** Malheur Biological Technician (3-year Term)

**Department:** Conservation

**Location:** Malheur National Wildlife Refuge and Harney Basin, Oregon

**Reports to:** Eastern Oregon Biologist

**Classification:** Limited Seasonal Term (3-year / 860 hours per year), Hourly, Non-Exempt

- Full-Time (On-site) April 1 - June 30 (Target Hours: approximately 528 / 32-40 hours per week) 2024-2026
- Part-Time (Hybrid/Flexible) July 1 - March 31 (Target Hours: approximately 332 / 8-12 hours per week) 2024-2026

**Compensation:** \$17.00/hour + housing at Malheur National Wildlife Refuge

Portland Audubon has been engaged with efforts to protect and restore Malheur National Wildlife Refuge and the surrounding landscape since our founding in 1902. Malheur NWR represents one of the most important bird refuges on the Pacific Flyway. We have had full-time staff stationed in Burns, Oregon since 2018, focused on advancing collaborative conservation efforts both on and off refuge, public outreach and engagement, and avian field surveys.

Portland Audubon believes that inspiring all people to love and protect nature is best achieved when we embrace diversity as a value and practice. In the same way an ecosystem needs many types of plants and wildlife, an organization thrives when it includes a diversity of people and perspectives. We recognize that inequities are widespread and create gaps between our present reality and our aspirations. We are committed to building a diverse and inclusive environment, reflecting the diversity of our community in our board, staff, volunteers, and members; ensuring our internal culture, business practices, and programs are welcoming and advance our diversity goals.

### About Portland Audubon

Portland Audubon 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 work statewide with sanctuaries in Portland, on the Oregon Coast, and on Mt Hood; and staff in Eastern Oregon.

## Position Summary

The Malheur Biological Technician position includes diverse opportunities for gaining and using a suite of biological, conservation, and outreach skills. This position reports to our Eastern Oregon Biologist and will be based in Harney County. The ideal candidate will be able to identify birds by sight and by ear, though there will be an opportunity to improve those skills on-the-job.

## Essential Duties and Responsibilities

- **Biological Surveys:** This position is responsible for completing all landbird point counts at Malheur National Wildlife Refuge. Additional work may include waterfowl surveys, duck banding, shorebird surveys, sandhill crane pair counts, marsh bird surveys, breeding bird index project, and will assist with autonomous recording units in the Harney Basin.
- **Data entry:** This position will include entering data into the Avian Knowledge Network portal (training will be provided) and some data entry in Excel or other database (TBD). There will be some work with manual clean-up and cataloging of ARU data as well (training will be provided).
- **Stewardship Work Parties:** Work with the Eastern Oregon Program Manager to lead Community Science Weekends.
- **Outreach:** Assist with community outreach, including school groups, and outings for Bird Days of Summer
- **Conservation Policy:** Opportunity to attend collaborative meetings with Portland Audubon staff, in order to gain experience with collaborative policy work.
- Other duties as assigned.

## Preferred Skills and Experience

- Valid Driver's License and access to a vehicle;
- Ability to pass a USFWS mandated defensive driving course;
- Recent or current Graduate or Undergraduate student in biological sciences, wildlife conservation, wetland ecology, environmental science, natural resources, or related field;
- Ability to identify birds by sight and ear;
- Familiarity with bird survey protocols (or willingness to learn them), map reading, and GPS navigation skills;
- Professionalism in written and oral communications;
- Ability to follow instructions and work independently to carry out a task;
- Demonstrated initiative engaging and working with people from diverse backgrounds with a particular focus on engaging rural communities on conservation initiatives;
- Demonstrable commitment to the principles of diversity, equity and inclusion;
- Experience working with and leading volunteers is strongly preferred

## Working Conditions

- Ability to hike several miles per day, off-trail, under remote conditions.
- Refuge housing will be provided near Frenchglen. It's possible that there will be access to camping closer to Refuge headquarters.
- Ability to drive on remote, unpaved roads. Access to government vehicles will be provided for all work on Refuge.
- Work off refuge will require the use of a personal vehicle, mileage reimbursement will be available or miles driven for work in personal vehicles.

# Malheur Biological Technician



## Application

Portland Audubon 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. Portland Audubon 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 advancing its diversity goals; and empowering people to make positive changes in their community and environment. All Portland Audubon employees are expected to serve diverse audiences and help advance our diversity strategies. More background on our diversity efforts can be found at <http://audubonportland.org/about>.

## How to Apply

### ONLINE SUBMISSIONS PREFERRED

### APPLY ONLINE at [bit.ly/Portland-Audubon-Application](https://bit.ly/Portland-Audubon-Application)

A resume, cover letter and answers to the additional questions are required in order to be considered.

### To submit via US Postal Service (if online isn't possible):

Human Resources  
Portland Audubon  
REF: **Malheur Biological Technician**  
5151 NW Cornell Road  
Portland, OR 97210

**APPLICATION DEADLINE:** On or before midnight on **Monday, February 26, 2024** or until filled.



Sandhill Cranes, photo by Tara Lemezis.

## Diversity Statement

Portland Audubon believes that inspiring all people to love and protect nature is best achieved when we embrace diversity as a value and practice. In the same way an ecosystem needs many types of plants and wildlife, an organization thrives when it includes a diversity of people and perspectives. We recognize that inequities are widespread and create gaps between our present reality and our aspirations. Audubon is committed to:

- Reflecting the diversity of the community in our board, staff, volunteers, and members.
- Ensuring our internal culture, business practices, and programs are welcoming and advance our diversity goals.
- Empowering people to make positive changes in their community and environment.

A core priority moving forward is to infuse equity, inclusion, and diversity (EID) into all of the goals and work of the organization. This position will play an important role in achieving the organization's EID goals through engagement with staff, board members, donors, volunteers and the public. We recognize that in order to serve diverse communities we must also have diversity represented in our staff.

More information can be found at [audubonportland.org](https://audubonportland.org).