



## Arkansas Game and Fish Commission Employment Job Posting

AGFC Conservation Fish Ecologist - **Conservation Program Biologist I**

**POSITION NO: 22095868**

### **POSTING INFORMATION:**

Advertisement Opens: Jan. 17, 2024

Advertisement Closes: Feb. 23, 2024

Full Time: Yes

Salary: \$61,443.00 - \$86,609.00 Annually

### **POSTING REQUIREMENTS:**

#### Minimum Education and/or Experience:

A bachelor's degree in wildlife biology, conservation biology, natural resources, environmental science or a related field plus four years of experience in a related field plus two years of demonstrated leadership of wildlife management activities.

OR

A master's degree in wildlife biology, conservation biology, natural resources, environmental science or a related field plus three years of experience in a related field plus two years of demonstrated leadership of wildlife management activities.

#### Preferred Education and/or Experience:

The formal education equivalent of a master's degree in natural resources; plus five years of natural resources experience; and two years in a leadership role.

Ability to acquire master diver certification within 3 years.

Knowledge, Abilities, and Skills:

Knowledge of the principles of biology, ecology, and related environmental sciences. Knowledge of wildlife management principles and techniques.

Knowledge of laboratory and field survey equipment, techniques, and procedures. Ability to plan, organize, and oversee the work of subordinates.

Ability to make public presentations.

Ability to develop and implement wildlife research, monitoring or management projects. Ability to communicate orally and in writing.

Ability to make public presentations.

Ability to plan work unit objectives and operational activities and assign and direct the work of subordinate supervisors and applicable field personnel.

Ability to develop and implement wildlife research, monitoring or management projects. Ability to direct, coordinate, and maintain wildlife management programs.

### Preferred Knowledge, Abilities, and Skills:

- A working knowledge of the U.S. Endangered Species Act.
- Familiarity with the Arkansas Wildlife Action Plan.
- An understanding of the life-histories of various fish species, and the ability to identify all species found in Arkansas.
- Ability to readily identify other Arkansas aquatic taxa in the field.
- Experience with multiple taxa specific sampling methods.
- Ability to identify and implement conservation actions for species conservation.
- Knowledge of conservation funding sources: ESA-Section 6, State Wildlife Grants, & Mitigation Funds.
- Possesses one or more S.C.U.B.A. certifications.
- Experience with surface supply dive systems.
- Ability to operate a boat and back a boat trailer.
- Knowledge of basic boat and trailer maintenance requirements.
- Ability to clearly convey complex scientific concepts through written, oral, and visual media to diverse stakeholder groups.
- Good public speaking skills and affable attitude when talking to the public and interacting with staff.
- Experience publishing in scientific literature.
- Experience with advanced statistical methods and analyzing data in Program R, SAS, or similar statistical software.
- A working knowledge of Google and Microsoft based programs (Word, Excel, and PowerPoint) and Google suite (Docs and Sheets).
- Experience coordinating and administering multiple research and conservation projects simultaneously.
- Experience with developing, implementing and managing budgets.
- An understanding of and appreciation for the mission, goals and objectives of the Arkansas Game and Fish Commission.
- Certification as a Fisheries Professional through the American Fisheries Society.
- Strong organizational skills.

**POSTING DETAILS:**

Position Location:

City: Benton

Office: Benton Field Office

Division: Fisheries

Job Summary:

The Arkansas Game and Fish Commission (AGFC) Conservation Program Biologist I is responsible for the overall management, protection and enhancement of fish, wildlife, and habitats on public lands and waters within a region. This position is also responsible for deployment, direct evaluation and/or coordination of specific professional, technical and/or part-time employees, interns, contractors and/or volunteers and may assume all staff supervisory and operational responsibilities in the absence of the Regional Supervisor. This position is governed by state and federal laws and agency policy.

### Typical Functions:

- Assists program coordinators, habitat biologists, staff and agency partners in the planning, preparation, and implementation of projects on wildlife management areas.
- Participates in developing wildlife management area recommendations and the development of short- and long-term plans for future agency conservation activities.
- Coordinates and leads biological surveys and studies of wildlife to determine population growth, propagation rates, and the effect of environmental and human conditions on particular species. Summarizes data and prepares reports.
- Communicates regularly with the Regional Supervisor regarding oversight for budgets, contracts and grants, and assists in the supervision of professional and technical personnel, contractors, part-time employees, interns and volunteers.
- Oversees overall project operational duties and supervision of employees in the absence of Regional Supervisor. Assists with overall management of a region by submitting recommendations and reports to the Regional Supervisor.
- Assists with budget development by reviewing and recommending requests from regional personnel and submitting budget recommendations to the Regional Supervisor. Develops, submits, reviews, approves, and directs implementation of budgets, invoices, project plans, regulations and operational procedures.
- Reviews biological data to analyze trends affecting management priorities and program requirements.
- Drafts public land management plans and oversees their implementation through direct participation, assigning appropriate personnel, assembling data, submitting and approving final data products and reports.
- Assists with both regional and division administrative duties. Serves on statewide and broader working groups and teams.
- Conducts public relations work with various agencies, private industry, professional and civic organizations and outdoor recreational groups.
- Must understand and be willing to function in a multi-faceted, team-oriented work environment. Must maintain close individual contact with and develop solid working relationships with all Wildlife Management Division, agency and partner organization personnel.
- Participates in public outreach regarding management activities and regulations.
- Leads nuisance wildlife capture and relocation.

Specific Duties and Responsibilities:

Join the team of professionals that is tasked with conserving Arkansas's rarest species. These individuals identify the issues impacting Species of Greatest Conservation Need and federally listed species, and work with partners, landowners, and contractors to implement conservation actions to help ensure their survival.

The selected individual will be responsible for the conservation of Arkansas's native species, statewide. Duties for this position include routine monitoring of populations, identifying crucial conservation needs, implementing conservation actions, developing conservation strategies, establishing conservation goals, performing public relations activities, generating reports on computer-based programs and other duties as deemed necessary. The job requires heavy physical demands, working in inclement weather, and traveling away from the duty station for extended periods of time. The employee will be required to wear a commission uniform.

Arkansas Game and Fish Commission (AGFC) Aquatic Conservation Ecologists are responsible for identifying, coordinating and implementing conservation actions to help restore declining populations of focal species to self-sustaining levels. The AGFC Aquatic Ecology Program consists of four staff members with statewide responsibility for the conservation of all species within their respective taxon groups. Assisting with conservation projects managed by other ecologists is required to achieve the greater conservation mission of the AGFC.

Familiarity with Arkansas's diverse aquatic fauna is an important skill for all members of this team. Ecologists must work with Federal, State, NGO, and other AGFC personnel to identify and prioritize critical conservation actions for their species groups, and communicate these needs to administrators, landowners, and the public.

This position requires good written and verbal communication skills to inform the public, social media posts, detailed project plans, and agency reports. This position represents the agency on internal and external committees to further the conservation goals and objectives of the AGFC. AGFC Conservation Ecologists must be self-starters, problem solvers, critical thinkers, and independent operators.

This position is governed by state and federal laws and agency/institution policy.

Certificates, Licenses, or Registrations:

Must have a valid driver's license.

Ability to acquire a non-commercial pesticide applicator license within 1 year.

Class A CDL may be required based on job duties assigned.

**OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE HUMAN RESOURCES CHIEF.**

Special Job Dimensions:

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Other Specific Information:

Frequent in-state travel and field work with exposure to inclement weather is required.

Occasional exposure to dangerous animals may be required.

This position often requires working weekends, long hours, and/or in poor weather conditions.

As an equal opportunity employer, the Commission will make any reasonable accommodations necessary to ensure equal employment opportunities.