

**JOB TITLE:** Endangered Species Conservation Biologist - Western Monarchs

**LOCATION:** California preferred; other nearby locations with the ability to travel to California may be considered

**COMPENSATION:** \$45,000 - \$50,000 per year; starting, commensurate with qualifications.

**JOB START DATE:** August 2, 2021

**APPLICATION DEADLINE:** July 6, 2021

**APPLICATION INSTRUCTIONS:**

All applications must be submitted via our application website at: <http://bit.ly/xerces-jobs>

Xerces provides accommodations for the job application process if needed. If you need an accommodation to complete the job application process, please email [reasonable.accomodation@xerces.org](mailto:reasonable.accomodation@xerces.org).

**JOIN US!**

Come join a growing team of conservation professionals at the Xerces Society who are dedicated to protecting some of the world's most important animals. We are seeking a motivated expert who can join our team of Endangered Species conservation biologists to work to conserve the western population of monarch butterflies with a particular emphasis on conservation work in California.

At Xerces, we harness the knowledge of scientists and the enthusiasm of the public to implement conservation programs. We take action by conducting applied research to advance invertebrate conservation, engaging the public in community science efforts to track the status of imperiled species, producing ground-breaking publications on insect conservation, training thousands of land managers and farmers to protect and manage habitat for beneficial insects, and advocating for the protection of endangered species and their habitat. Our methods focus on education, scientific analysis, advocacy, applied research, community science, and habitat restoration to conserve invertebrates, including bees, butterflies, mollusks, and fireflies.

**WHAT YOU'LL BE DOING:**

Reporting to the Xerces Society's Endangered Species Program Western Monarch Lead (Portland, OR office) and working in collaboration with others on the Xerces Society's Endangered Species team and the Pollinator Program's California staff members, the Endangered Species Conservation Biologist will focus on managing and growing our two western monarch community science projects: the Western Monarch Thanksgiving and New Year's Counts ([westernmonarchcount.org](http://westernmonarchcount.org)) and Western Monarch Milkweed Mapper ([monarchmilkweedmapper.org](http://monarchmilkweedmapper.org)).

The Endangered Species Conservation Biologist will use emerging science (from the community science projects, literature, experts and beyond) to develop effective land management strategies for monarchs in their overwintering and early season breeding habitats in western California. This work will include conducting habitat assessments of monarch overwintering sites and working collaboratively with land

managers to guide the protection, monitoring and management of these tree groves. The person in this position will also provide guidance to land managers and the public for maintaining and restoring monarch breeding habitat throughout their range in the West.

The Endangered Species Conservation Biologist will collaboratively focus on coordinating and communicating with partners and community scientists, conducting field-based overwintering habitat and monarch count surveys, and organizing and delivering training events, . The successful applicant will also conduct outreach to California's diverse communities to encourage participation in western monarch community science projects and other conservation initiatives that support the mission of the Xerces Society. The ideal candidate will have excellent outreach and presentation skills, as well as experience managing community science programs, developing and conducting field-based research projects, writing management guidance, and contributing to evidence-based conservation plans. This position will be based in a home office.

### **ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:**

Working as a team with the Xerces Society Endangered Species and Pollinator Program staff, the person who fills this position will:

- Manage and grow the Xerces Society's two western monarch community science projects: the Western Monarch Milkweed Mapper ([monarchmilkweedmapper.org](http://monarchmilkweedmapper.org)) and the Western Monarch Thanksgiving and New Year's Counts ([westernmonarchcount.org](http://westernmonarchcount.org)) by engaging key partners and community scientists.
- Conduct site visits to assess monarch overwintering habitat quality and provide technical assistance to land managers, including written management guidance.
- Coordinate with researchers and other experts to clearly define and delineate monarch butterfly overwintering habitat and update the Xerces Society geospatial and Microsoft Access databases with refined boundaries.
- Accurately identify monarchs (all life stages) and milkweed species from submitted photos and maintain databases of observations and associated data. Estimate monarch cluster sizes in the field during the overwintering season.
- Analyze collected data (and data from other sources) for spatial patterns and communicate results using ArcGIS Online, or similar tools.
- Respond to requests for information from Xerces Society team members, natural resource agencies, and the public about conserving monarch butterflies and other pollinators.
- Coordinate and provide educational training workshops and outreach events to community scientists and the general public on western monarch conservation, survey techniques, and milkweed species identification.
- Assist Xerces Society program staff and their partners to develop evidence-based conservation plans.
- Use appropriate communication channels (website, social media, traditional media, email, etc.) to coordinate with project volunteers, partners, and the general public.
- Respond to media inquiries including giving interviews on the topic of western monarchs.
- Represent the Xerces Society at professional conferences and local meetings through presentations.
- Maintain regular communication with a remotely based supervisor.

- During the monarch overwintering field-season (approximately November-February) spend ~25-40% of the time conducting fieldwork, including monarch surveys and habitat assessments, at times in remote regions of the California coast.
- Travel out-of-town for multiple days (approximately 1-8 nights per month during the fall and winter and possibly during other seasons) to support the community science projects, conduct overwintering site visits, present at outreach events and meetings, and for related projects. (Note: overnight travel timing may sometimes be flexible around personal schedule requirements and current overnight travel requirements are dependent upon the status of COVID-19).
- Engage in other endangered species and pollinator research, education, outreach, restoration, and conservation projects and campaigns.

### **KNOWLEDGE, SKILLS, AND EXPERIENCE:**

#### **REQUIRED**

- Strong knowledge of and experience with monarchs, milkweeds and their conservation, or with the conservation of other invertebrate taxa.
- Strong background conducting field-based species monitoring, preferably with invertebrate taxa.
- Experience working with community scientists and building diverse coalitions.
- Ability and willingness to work collaboratively with other Xerces Society staff members and with a wide variety of partners, stakeholders, and diverse teams and constituents in a respectful, equitable, and inclusive fashion.
- Possession of a strong conservation ethic.
- Proficiency with ArcGIS software to conduct basic spatial data analysis.
- Ability to manage databases using Microsoft Access.
- Excellent written communication skills in English, including the ability to write clear emails, conservation plans, and technical documents for diverse audiences.
- Strong verbal communication in English, presentation, and public speaking skills for diverse audiences that include community scientists, land managers, conservation partners, and others.
- Excellent organizational skills and ability to manage multiple, complex projects, to prioritize work, and to consistently deliver high quality work products on schedule.
- Working knowledge of common software applications (e.g., Word, Excel, and PowerPoint).

#### **PREFERRED**

- Specific familiarity with the western monarch population and its conservation issues.
- Website editing and social media communication experience.
- Project management skills including staff and/or volunteer oversight.

### **QUALIFICATIONS:**

#### **REQUIRED**

- Master's degree or Ph.D. in natural resource management, ecology, conservation biology, entomology, wildlife biology, or similar field; or Bachelor's degree in one of these fields of study plus at least 2 years of experience working in wildlife conservation; or more than 4 years of experience working in wildlife conservation.
- Valid driver's license in the United States and a motor vehicle records check allowing employee to be insured under Xerces corporate liability insurance.

- Must have current authorization to work in the United States with any employer. Visa sponsorship is not provided for this position.

**PREFERRED**

- Bilingual (English and Spanish) or multilingual (including English and Spanish).

**PHYSICAL REQUIREMENTS:**

Be able to perform the following with reasonable breaks and/or reasonable accommodations.

- Able to move and transport supplies, materials, and equipment weighing up to 15 lbs;
- Work outdoors in the field under potentially adverse weather conditions;
- Traverse across unpaved roads and walkways and unimproved trails for periods of time up to 8 hours.
- Drive a vehicle for periods of time up to 8 hours.
- Operate a computer and other office productivity machinery, such as a telephone or computer printer for periods of time up to 8 hours.

**STATUS:** Regular, Full-Time, scheduled to work ~ 40 hours/week. Schedule can be made flexible, consistent with work requirements.

**BENEFITS:** This position includes a generous benefits package: eleven paid holidays including two floating holidays that may be used for a personal or religious holiday observed by the employee or other occasion per policy, paid time off, paid health, dental, 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:** For more information on the Xerces Society and our programs, please see our website: [www.xerces.org](http://www.xerces.org)

**APPLICATION INSTRUCTIONS:**

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**EQUAL EMPLOYMENT OPPORTUNITY**

The Xerces Society is proud to be an Affirmative Action/Equal Opportunity Employer including disability and veterans. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

**PRIORITY REFERRAL OF PROTECTED VETERANS**

We request priority referral of protected veterans for all openings with our organization. In order to be considered for employment, all applicants for employment with Xerces Society, apply through our Job

Board. When referring or being referred as a candidate, including protected veterans, please refer them to this applicant site; <https://xerces.org/job-opportunities>.