



P.O. Box 80235 ♦ FAIRBANKS, AK ♦ 99708 ♦ AKSONGBIRD.ORG

TITLE: Creamer's Field Migration Station Project Director

STATUS, SALARY, & BENEFITS: Year-round, full-time (avg 35 hours/week); \$20/hour; Generous paid leave policy. We are willing to negotiate remote work arrangement for the first 1-2 months of start date due to challenges associated with COVID-19.

SCOPE OF WORK: This new, multi-faceted position serves as the project coordinator, lead bander, and daily field operations manager for the Creamer's Field Migration Station, ASI's long-term bird banding station in Fairbanks, Alaska. In 2021, CFMS will begin a three-year capacity building and strategic planning effort. This position will play a lead role in developing a strategic vision and future direction for research and education at CFMS. The ideal candidate will bring a solid foundation in research, education, and management, along with the passion and drive to envision and develop creative future directions for this long-term avian conservation project.

MINIMUM QUALIFICATIONS:

- Master's degree in wildlife biology, ecology, or related field. Equivalent combination of education and experience will also be considered.
- Excellent bird-identification skills and high competency at mist netting, aging, sexing, and banding passerines and near passerines (experience with boreal species is a plus!). North American Banding Council certification preferred.
- Minimum of two years of project management and supervision of field crews.

WHO WE ARE: The Alaska Songbird Institute is a 501(c)(3) nonprofit organization based at Creamer's Field Migratory Waterfowl Refuge in Fairbanks, Alaska. Our mission is to conserve Alaska's boreal songbirds and their habitats through research and education. Our long-term avian research projects (30 years) utilize a community-based model, integrating volunteers, students, and teachers, and our projects are accessible to the general public. Our work is guided by community advisory committees with diverse voices committed to our shared vision and values. A sincere interest in the incredible conservation opportunities and the challenges of this type of integrated research and education model, as well as with a collaborative approach to leadership and management, is essential.

KEY RESPONSIBILITIES: Responsibilities are expected to break down as follows. Research & Monitoring (50%); Strategic planning & Fundraising (30%); Education & Outreach (10%); Data summarization & Analysis (10%); Logistics (5%)

- Coordinates and manages project logistics and field work including scheduling, data collection, quality control, data entry, and data management
- Recruits and supervises seasonal interns, bird banding apprentices, and community volunteers
- Creates an engaging, goal-oriented, and individualized learning environment for interns, apprentices, and volunteers.
- Leads collaborative effort to evaluate CFMS sampling and project design to develop recommendations for future direction
- Works collaboratively with ASI's Educator to coordinate K-12 education and community outreach
- Completes permit and other annual project and grant reporting requirements
- Provides project support for ASI nest monitoring, education, and citizen science projects
- Presents project results at scientific conferences, to the general public, and funders
- Collaborates with the Executive Director to develop and manage CFMS annual program budget, and meet annual funding goals
- Manages CFMS data requests and research collaborations

ADDITIONAL SKILLS & EXPERIENCE SOUGHT:

- Excellent oral and written communication skills
- Meticulous data collection and data management
- Enthusiasm for working in a blended research and education model that incorporates volunteers, interns, students, and apprentices, including youth and teens
- Ability to work independently while facilitating a strong team environment
- Able to manage multiple priorities with varying timelines
- Enthusiasm for high-level collaborative work in project development and strategic planning
- Experience with fundraising; may include grant writing, events, and/or earned income models
- Experience teaching and/or mentoring
- Project development and/or strategic planning experience

PHYSICAL DEMANDS: This is an active, field-based position based in Fairbanks. Mist netting and banding require manual dexterity, good eyesight, and long periods of being on your feet with few or no breaks. This job requires walking through water, mud, and vegetation, stepping over logs, crossing uneven terrain, reaching, and carrying heavy objects, including a 30+ pound backpack. Must be physically able to access the field site and all mist nets, as well as climb stairs to access basement storage area. Must be able to walk briskly during frequent net runs covering up to 1/3 mile each, open and close mist nets independently, tolerate abundant biting insects, and all types of weather conditions. Must be capable of flexing schedule to meet project needs, especially during inclement weather and/or changes to health/safety mandates. Must be willing to adhere to strict guidelines for banding safety for the duration of the COVID-19 pandemic, and must be comfortable ensuring all guidelines are followed by crew and volunteers. Must be capable of making common sense decisions concerning wildlife interactions (e.g., moose, bear), and smile in a swarm of dense mosquitoes. This position requires many early mornings and some weekend days.

Until such time as it is no longer necessary, field work conducted at the Alaska Songbird Institute must follow ASI's COVID-19 health & safety plan, comply with federal, state, and local guidelines, and follow industry best practices including but not limited to frequent touch point and hand sanitation, working exclusively outdoors, and mandatory face masks. In the event that a stay at home mandate is instated, or field work is otherwise terminated, ASI will strive to keep all staff employed for the duration of their original work agreements. However, this is not guaranteed.

HOW TO APPLY: Please submit the following: cover letter, résumé, and three professional references with complete contact information. Please use your cover letter to address the knowledge, skills, and attributes that would make you a great fit for our organization and this new position. Application materials should be sent as one document in pdf format to director@aksongbird.org with a subject line: CFMS_Director_Last name_First name. Applications will be considered as they are received. We will accept applications until midnight (Alaska Standard Time) on Friday, January 15, 2021, but may fill the position sooner, and so recommend applying promptly.

Date Available: February 1, 2021

The Alaska Songbird Institute is an Equal Opportunity Employer.