JOB ANNOUNCEMENT: The Xerces Society

JOB TITLE: Integrated Pest Management (IPM) Specialist (Pollinator Conservation Program)

SCOPE: As a member of the Xerces Society’s Pollinator Conservation Program, the IPM Specialist will work with other Xerces program staff, university research partners, federal agency partners, farmers, and other collaborating organizations to develop crop-specific model IPM systems that reduce the impact of pesticides on bees and other beneficial insects, while still supporting profitable farming.

The IPM Specialist will further train farmer and farm agency audiences to: 1) adopt these model IPM plans, 2) employ best management practices that protect bees, and 3) implement science-based conservation biological control strategies to manage pests.

The IPM Specialist will work with other Xerces program staff and partner organizations, providing them with information and support for environmentally responsible control of agricultural pests.

This job will require travel to locations across the U.S., and daily communication with remote-based supervisors, co-workers, and partners.

BACKGROUND: The Xerces Society is an international nonprofit organization that protects wildlife through the conservation of invertebrates and their habitat. Butterflies, dragonflies, beetles, worms, starfish, mussels, and crabs are but a few of the millions of invertebrates at the heart of a healthy environment. Invertebrates are essential to the reproduction of most flowering plants, including many fruits, vegetables, and nuts; they are food for birds, fish, and other animals; they build the stunning coral reefs in our oceans. Yet invertebrate populations are often imperiled by human activities and rarely accounted for in mainstream conservation.

Established in 1971, and named after the extinct Xerces blue butterfly, the Xerces Society is at the forefront of invertebrate protection, harnessing the knowledge of scientists and the enthusiasm of local
citizens to implement conservation and education programs. We protect endangered species and their habitats, produce ground-breaking publications on insect conservation, train thousands of farmers and land managers to protect and manage habitat for beneficial insects, and raise awareness about the invertebrates of forests, prairies, deserts, creeks, wetlands, and oceans. The Xerces Society is headquartered in Portland, Oregon, with regional offices in California, Nebraska, Texas, Minnesota, New Jersey, and North Carolina. We currently have 28 employees, multiple contractors, and an annual budget over $2,000,000.

**MAJOR JOB ACTIVITIES:** Working as a member of Xerces’ Pollinator Conservation Program, the IPM Specialist will:

- Develop science-based model IPM systems for specific crops across the U.S. that balance effective pest control with environmental protection—especially protection of pollinators.
- Build relationships with individual farmers, crop associations, and farmer networks to encourage the widespread adoption of our model IPM systems.
- Build relationships with partner scientists, universities, agencies, crop advisors, and others to support Xerces Society efforts to develop and promote reduced risk IPM systems.
- Conduct workshops across the U.S. on conservation biological control.
- Provide technical support to Xerces staff, partner organizations, and the sustainable agriculture community on ecological pest management recommendations.
- Translate relevant research findings into reports and outreach materials for non-scientific audiences.
- Identify emerging environmental risks associated with pesticide use, and work to develop alternative pest control systems.
- Provide technical feedback on national efforts to improve policies that support IPM and pesticide risk reduction for bees and other beneficial insects.
- Work with Xerces Pollinator Conservation Program leadership and development staff to write grant proposals and incubate fundraising strategies to support our IPM work.
**REQUIRED KNOWLEDGE & SKILLS:** The successful candidate for this position will have extensive knowledge and experience in Integrated Pest Management (IPM), entomology, conservation biology, ecology, or other related fields. He or she must be an excellent communicator (both written and verbal) and be capable of coordinating with multiple staff and outside parties to prepare publications and training programs. This is not a research position, although the successful candidate must be able to conduct thorough searches of peer-reviewed scientific literature, read and understand the relevant research findings, communicate with the research community, and effectively communicate research findings to non-scientists.

The position also requires:

- A Master’s degree or PhD in integrated pest management, entomology, horticulture, agronomy, ecology, or 5–8 years of experience in agronomy, crop consulting, farming, and IPM science, and/or equivalent combination of education and experience.
- Knowledge of common organic and conventional farming systems, especially (but not limited to) bee-pollinated crop systems.
- Knowledge of common pest and beneficial insect groups and their respective ecologies.
- Strong understanding of pesticides, integrated pest management principles, and toxicology.
- Ability to interpret, synthesize, and communicate complex scientific information to a range of audiences to influence conservation practice.
- Ability to communicate professionally and effectively with a wide variety of people.
- Ability to manage time and diverse activities under tight deadlines, while delivering high quality results.
- Ability to develop work plans and work independently on assigned tasks.
- Ability to format and/or design professional documents using Word, Publisher, InDesign or other publishing software.
- Working knowledge of common software applications (e.g., Word, Excel, PowerPoint, Web browsers).
ADDITIONAL DESIRABLE QUALIFICATIONS

- Understanding of policies related to pesticides at the national, state, and local level.
- Knowledge of or ability to learn how to use Geographic Information System software.
- A good sense of humor.

TERMS:
This is a full time, permanent position, and we are an at will employer. The Xerces Society is an equal opportunity employer committed to workforce diversity.

SALARY: $36,000 –$52,000, depending on experience.

BENEFITS: This position includes a generous benefits package: eleven paid holidays, paid time off, medical and disability insurance, a health savings account pre-tax contribution benefit option, and a flexible work environment. After first year of employment, eight percent of the base pay will be contributed toward a SEP retirement account.

LOCATION: We strongly prefer to locate this position remotely from a new regional office in the Midwest or Northeast. For the right candidate, we will consider placement at locations elsewhere.

MORE INFORMATION: For more information on the Xerces Society and our programs, please see our website, www.xerces.org.

APPLICATION: Interested applicants should submit a cover letter, resume, and the names and contact information for three references. These should be combined into a single Word or PDF document, and sent by email, with “IPM Specialist” in the subject line, to:

careers@xerces.org

We have limited staff time, so we request that applicants do not make phone calls to our office!

DEADLINE: October 24, 2014.