JOB ANNOUNCEMENT: The Xerces Society

JOB TITLE: Pollinator Conservation Specialist, Project ICP (Integrated Crop Pollination)

REPORTS TO: Katharina Ullmann, National Crop Pollination Specialist (Project ICP). This position will also work closely with Jennifer Hopwood, Senior Pollinator Conservation Specialist, Midwest

SCOPE: As a member of the Xerces Society's Pollinator Conservation Program, the Pollinator Conservation Specialist will work with other Xerces program staff, university research partners, federal agency partners, farmers, and other collaborating organizations to support outreach efforts associated with Project Integrated Crop Pollination (www.projecticp.org).

Project Integrated Crop Pollination (Project ICP) is a multi-institution research and extension project funded by a USDA NIFA Specialty Crop Research Initiative grant. Project ICP is working with over 25 research partners and over 35 farm partners to develop and test practical farming strategies that ensure economical crop pollination. The project emphasizes integrating pollination provided by honey bees with alternative managed bees and wild bees. Research partners are quantifying the contribution of these pollinators to a number of specialty crops including almond, cherry, apple, blueberry, raspberry, and Cucurbits.

The Pollinator Conservation Specialist will support Project ICP outreach efforts including developing demonstration sites on farms across the U.S., leading field days, and developing outreach materials.

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, Minnesota, Nebraska, New Jersey, North Carolina, and Texas. We currently have 31 employees, multiple contractors, and an annual budget over $2,500,000.

**MAJOR JOB ACTIVITIES:** This is a national level position that collaborates closely with Xerces Society staff in the pollinator program, as well as research partners across the U.S. Strong research, writing, outreach, and organizational skills are required for this position. Working as a member of Xerces’ Pollinator Conservation Program, the Pollinator Conservation Specialist will:

- Work with farm partners and research partners to develop demonstration sites around the U.S for Project ICP. Demonstration sites may include pollinator habitat enhancements, use of managed bee species such as honey bees, blue orchard bees, and bumble bees, and efforts to reduce risks to pollinators from farm management practices.
- Work with other team members to develop short videos about Integrated Crop Pollination
- Work with Project ICP partners to write technical publications associated with Integrated Crop Pollination strategies, including region specific pollinator habitat enhancement guides and crop and region specific pollination monitoring guides.
• Present workshops on pollinator conservation to a variety of audiences. Content will include:
  o Crop pollination and assessing pollination deficits
  o Pollinator ecology (including honey bees, blue orchard bees, and wild bees)
  o Farm management practices that support managed and wild pollinators.
  o Pollinator habitat establishment.
  o Updated research findings associated with Project Integrated Crop Pollination.
• Help develop and refine other pollinator conservation technical tools, such as Pollinator Habitat Assessment Guides and Pollinator Biology Technical Notes.
• Raise awareness about native pollinator conservation techniques among agriculture communities.
• Foster strong partnerships with universities, conservation organizations, state and federal agencies, and other collaborators.

REQUIRED KNOWLEDGE & SKILLS:
The successful candidate for this position will have extensive knowledge and experience in crop pollination, 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:

• Master's degree (or higher) in entomology, ecology, conservation biology, natural resource management, or 3-5 years of experience in conservation science, and/or equivalent combination of education and experience; experience in entomology is preferred.
• An understanding of pollination ecology and the role of native pollinators (especially bees) in agroecosystems.
• Ability to manage complex or multiple projects.
• Knowledge of pollinator species (especially invertebrates) and the services they provide to agriculture and their conservation needs.
• Ability to synthesize, interpret, and communicate complex scientific information to influence conservation practice and policy.
• Ability to develop and give engaging presentations to audiences of more than 100 adults.
• Ability to communicate professionally with a wide variety of people.
• Ability to manage time and diverse activities under deadlines, while delivering quality results.
• Ability to 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).
• Willingness to travel around North America to support demonstration farms and outreach efforts associated with Project Integrated Crop Pollination as needed.

ADDITIONAL DESIRABLE QUALIFICATIONS
• Experience enhancing pollinator habitat with forb strips or hedgerows
• Experience working with honey bees and/or blue orchard bees
• Experience conducting outreach to farmers or coordinating outreach programs with University Extension partners
• Understanding of USDA Farm Bill conservation programs.
• Experience with farm management practices, including pest management and conservation biological control
• Working knowledge of software used in video editing
• A good sense of humor.

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

SALARY: $36,000 –$40,000, depending on experience.
**BENEFITS:** This position includes a generous benefits package: eleven paid holidays, paid time off, medical and disability insurance, an annual public transportation pass (if located in Portland, OR headquarters), membership in a car share program (depending on location), a health savings account pre-tax contribution benefit option, and a flexible work environment. Eight percent of the base pay will be contributed toward a SEP retirement account.

**LOCATION:** We strongly prefer to locate this position in a new regional office in the Midwest or Northeast, or in an existing office on the West Coast. 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](http://www.xerces.org). For more information about Project Integrated Crop Pollination visit [www.projecticp.org](http://www.projecticp.org).

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

careers@xerces.org

**NOTES:**
- If you are applying for more than one open position, please submit a separate resume/cover letter for each position to which you are applying.
- We have limited staff time, so we request that applicants do not make phone calls to our office!

**APPLICATION DEADLINE:** 5 p.m. on March 30, 2015.