JOB ANNOUNCEMENT: The Xerces Society

JOB TITLE: Pollinator Conservation Specialist (Pacific Coast Region)

REPORTS TO: Eric Lee-Mäder, Pollinator Program Co-Director.

SCOPE: The Pollinator Conservation Specialist (Pacific Coast Region) will support Xerces partners, senior staff, and conservation stakeholders across Washington, Oregon, and California with:

- Development of written pollinator conservation plans for specific sites;
- Project management of new habitat restoration projects;
- Support for projects spearheaded by our Senior California Pollinator Conservation Specialist;
- Creation of educational resources;
- Science-based advice on pollinator conservation to Xerces’ partners and the general public.

In addition to supporting existing partnerships, the position will help identify and cultivate new partnerships with farmers, government agencies, and businesses.

This job will require extensive travel, and daily communication with a remotely-based supervisor and/or co-workers.

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 31 employees, multiple contractors, and an annual budget over $2,500,000.

**MAJOR JOB ACTIVITIES:** Working under the direction of the Pollinator Conservation Program Directors and the Senior California Pollinator Conservation Specialist, this position will:

- Develop large-scale habitat restoration planning documents for farms and other landscapes that include guidance on initial site preparation, native plant seed mixes, planting methods, and ongoing site maintenance.
- Manage and provide technical support for habitat restoration projects both remotely and at project locations.
- Organize and support meetings, workshops, and outreach events with pollinator conservation stakeholders.
- Support partners with science-based advice on native bee and beneficial insect conservation.
- Document pest management practices on farms and work with farmers and Xerces’ IPM specialists to foster the adoption of reduced-risk pest management strategies.
- Prepare fact sheets, outreach materials, and technical documents based on the latest available science.
- Raise awareness about native pollinator ecology among the general public.
- Support and develop marketing efforts that highlight Xerces’ consulting and habitat restoration services.
- Build relationships with Xerces’ partners and prospective partners including government agencies, businesses and industry, public land managers, and agricultural professionals.
- Develop project proposals and budget estimates for prospective partners.
- Provide support for projects spearheaded by our Senior California Pollinator Conservation Specialist.
REQUIRED KNOWLEDGE & SKILLS:
The successful candidate for this position will have 1) a strong track record of managing large-scale native plant habitat restoration projects, 2) a deep understanding of pollination ecology and the role of native pollinators (especially bees) in agroecosystems, and 3) extensive knowledge of diverse farm practices and crop management systems. The candidate must have exceptional written and verbal communication skills, and be capable of organizing meetings and presenting information to high-level stakeholders.

The position also requires:

- A Bachelors degree (graduate degree strongly preferred) in ecology, conservation biology, agriculture, entomology, or natural resource management, or 3–5 years experience in conservation science, and/or an equivalent combination of education and experience.
- Ability to manage complex or multiple projects.
- Ability to synthesize, interpret, and communicate complex scientific information in a way that will influence conservation practice.
- Ability to develop and give engaging presentations to audiences of more than twenty 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.
- Working knowledge of common software applications (e.g. Word, Excel, PowerPoint, Web browsers).

ADDITIONAL DESIRABLE QUALIFICATIONS:
- Understanding of USDA conservation programs.
- Strong understanding of bee-pollinated crop systems.
- Knowledge of common agricultural pests, insecticides, and pest management systems.
- Prior entrepreneurial experience (of any kind).
- Background in marketing and negotiating professional consulting services.
• A good sense of humor.

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

SALARY: $36,000 –$44,000, 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 will consider placement for this position at the Xerces Society’s national office in Portland, OR, or at a satellite office (either at a partner facility or a home-based office) with easy access to a major airport in California or Washington.

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 contact information for three references. These should be combined into a single Word or PDF document, and sent by email, with “Pollinator Conservation Specialist (Pacific Coast Region)” 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.