JOB ANNOUNCEMENT

<table>
<thead>
<tr>
<th>JOB TITLE:</th>
<th>Pollinator Conservation Specialist (Food Industry Supply Chain Projects)</th>
</tr>
</thead>
<tbody>
<tr>
<td>JOB LOCATION:</td>
<td>Preference is to locate this position at a home office, with easy access to a major airport in California (especially near Sacramento, the Bay Area, or the San Joaquin Valley) or Western Washington (Puget Sound region). For the right candidate, we may consider additional location options.</td>
</tr>
<tr>
<td>JOB START DATE:</td>
<td>No later than January 30, 2017</td>
</tr>
</tbody>
</table>

WHO ARE WE?
The Xerces Society is a growing nonprofit organization dedicated to protecting wildlife through the conservation of invertebrates and their habitat. Our methods focus on advocacy, education, scientific analysis, and applied research to defend invertebrates such as bees, butterflies, mollusks, and dragonflies. Established in 1971 and based in Portland, Oregon, the Society is at the forefront of invertebrate protection worldwide, harnessing the knowledge of scientists and the enthusiasm of citizens to implement conservation programs. We take action by protecting endangered species and their habitat, producing ground-breaking publications on insect conservation, training thousands of farmers and land managers to protect and manage habitat for beneficial insects, and raising public awareness about the invertebrates of forests, prairies, deserts, creeks, wetlands, and oceans.

WHAT YOU’LL BE DOING:
You’ll be joining a growing team of professionals working to conserve some of the world’s most important animals. The Pollinator Conservation Specialist (Food Industry Supply Chain Projects) will support Xerces private-sector partners in designing and implementing cutting-edge conservation systems for bees and beneficial insects on farms across the western United States.

Under the direction of a Xerces Pollinator Conservation Program co-director, this ground-breaking new position will collaborate closely with farm managers, as well as key staff at some of the largest food companies in the world to provide farm conservation on farms that serve the organic and natural food industry.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES: Working under the direction of a Pollinator Conservation Program Co-Director, this position will:

- Work with key staff with select food company partners to identify and reach out to farms that will implement habitat restoration.
- Develop large-scale habitat restoration plans for farms including guidance on site preparation, native plant and cover crop seed mixes, planting methods, and ongoing site maintenance.
- Manage and provide technical support for habitat restoration projects both remotely and at project locations.
- Document pest management practices on farms and work with farmers and Xerces’ pest management specialists to foster the adoption of reduced-risk/ecologically-based pest management strategies.
- Support partners with science-based advice and consulting on native bee and beneficial insect conservation.

REQUIRED KNOWLEDGE, SKILLS, AND EXPERIENCE:
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, large-scale farm practices and crop management systems (especially in California and the Pacific Northwest). The candidate must have exceptional written and verbal communication skills, and be capable of organizing meetings and presenting information to high-level stakeholders.

QUALIFICATIONS:
- A Bachelor’s degree (Master’s 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 applications).
- Current driver’s license and good driving record.
- Legal authorization to work in the United States

ADDITIONAL DESIRABLE QUALIFICATIONS:
- 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.

PHYSICAL REQUIREMENTS:
- Occasionally lift and move supplies, materials, equipment weighing up to 40 pounds.
- Frequently traverse across agricultural roads and fields, unpaved roads and walkways, and unimproved trails for periods of 8 hours.
- Drive vehicle for periods of up to 8 hours.
- Work in the field under potentially adverse weather conditions.
STATUS AND COMPENSATION
$18.27-$21.63 per hour (approximately $38,000- $45,000 annually), commensurate with experience. Non-Exempt/Hourly. Position is a regular, full-time position, scheduled to work ~40 hrs/week.

BENEFITS: This position includes a generous benefits package: eleven paid holidays, paid time off, paid health 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. If based at the Portland headquarters, there is an additional public transportation benefit.

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.

MORE INFORMATION: The Xerces Society is an equal opportunity employer committed to workforce diversity. For more information on the Xerces Society and our programs, please see our website, www.xerces.org.

APPLICATION: Individuals interested in this position should e-mail a cover letter, resume, and the names and contact information for three references as a single attachment in MS Word or Adobe PDF. Address the subject line of your email to “Pollinator Conservation Specialist (Food Industry Supply Chain Projects)”, and send to: careers@xerces.org

APPLICATION DEADLINE: November 23, 2016

APPLICATION FOLLOW UP: Unfortunately, due to the volume of communications we are unable to respond to individual applicants inquiries. We ask that applicants do not contact our office via phone or email about their application. You will be contacted if selected for an interview. All applicants will receive email notification once position is filled.