



Job Type: Integrated Forest Habitat Biologist – 2 Positions

Locations: Hayward, WI and Rhinelander, WI

Supervisors: Jon Steigerwaldt – Forest Conservation Director

Region: Great Lakes/Upper Midwest

Starting Date: March 20, 2023

Term of Position: March 2023 to July 2024, likely to be extended with additional funding

Background and Primary Duties:

Established in 1961, the Ruffed Grouse Society (RGS) is North America's foremost conservation organization dedicated to creating healthy forests, abundant wildlife, and promoting a conservation ethic. Together with the American Woodcock Society (AWS), established in 2014, RGS & AWS work with private landowners and government agencies to develop critical wildlife habitat utilizing scientific management practices.

The Ruffed Grouse Society & American Woodcock Society (RGS & AWS) in partnership with the Wisconsin Department of Natural Resources (DNR), are looking to hire 2 motivated individuals to work effectively with private landowners, industrial land owners, multiple state property managers, multiple county forests, and the Chequamegon-Nicolet National Forest on forest habitat improvement initiatives. The Integrated Forest Habitat Biologist will function as a **biologist, technical service provider, and forest habitat manager** across multiple forest ownerships in Northern Wisconsin. The position will work with and under existing conservation staff to provide habitat/timber treatment planning, habitat project administration, contract development and oversight support, on-the-ground field assessments, stand evaluations, project prescriptions and layout for improving habitat, biological surveys, and conduct public outreach.

These term positions will implement vegetation management project planning, design, and monitoring on a diversity of forest lands. Active forest management efforts will be implemented to achieve wildlife, silviculture and timber objectives. In particular, the position will focus on restoring forest structure, composition, and age-class diversity to assist the recovery of Eastern forest birds and other forest wildlife that are dependent on specific forest types such as early successional, open, or fire dependent ecosystems within the northern forest types of Wisconsin.

Qualifications:

- A passion for wildlife conservation and forestry.
- Knowledge in the field of Wildlife Management, including: habitat management, young forest habitat management, deer management, vegetation surveys, and wildlife surveys. Experience in conservation biology and/or plan writing are a plus.
- Knowledge in the field of Forest Management, including: forest inventory, timber marking, GPS data collection, forest operations, and silviculture. Ability to assess wildlife habitat and make connections between forest management and wildlife habitat needs. Experience in environmental regulations and/or project management are a plus.
- Excellent spoken and written communication skills, well organized, and ability to engage a diversity of stakeholders, private land owners, and public lands managers.
- Knowledge of project planning prerequisites such as NEPA, National Heritage Inventory, and cultural resources reviews as they pertain to public and private lands.
- Ability to track accomplishments and produce reports with guidance from other team members.



- Ability to use Excel, ArcGIS, Google Maps, and other computer mapping systems to identify and delineate project boundaries.
- Willingness and ability to travel frequently throughout Northern Wisconsin and perform arduous field work on steep terrain and a variety of weather conditions.
- A degree in forestry and/or wildlife or closely related field, with 2+ years of experience and/or a graduate degree in natural resource management.
- Proven ability to manage multiple projects, produce effective results and meet deadlines. Applicant must be self-motivated, responsible and have ability to solve problems as part of a team.
- The position will be required to participate in specific training programs to use partner facilities and equipment. Applicant must have a valid driver's license.

Position Summary:

The Integrated Forest Habitat Biologists **main duties** will include working with RGS & AWS staff, WI DNR staff, private land owners, County Foresters, USDA Forest Service staff, as well as local partners such as the American Bird Conservancy, Wisconsin Young Forest Partnership, US Fish and Wildlife Service, conservation nonprofits, consulting foresters, timber purchasers, and other contractors to:

- Complete Level 2 & 3 Deer Management Assistance Program (DMAP) enrollments, to include scheduling, site visits, and management plan delivery, as assigned by the DNR.
- Increase private landowner awareness of existing DNR, U.S. Department of Agriculture (USDA) Farm Bill, U.S. Fish and Wildlife Service – Partners for Wildlife (USFWS-PFW), Wisconsin Young Forest Partnership (YFP), and other conservation partner habitat and public access programs.
- Provide technical and financial assistance to implement young forest wildlife habitat management projects in accordance with the Department's Wildlife Management Program Young Forest Habitat Management Guidelines.
- Organize and implement annual workshops for landowners and partners that promote young forest, forest health, and other forest wildlife habitat management practices.
- Assist the U.S. Forest Service implement selected Good Neighbor Authority projects that provide young forest habitat or compatible access for hunters.
- Assist the DNR Wildlife Management Program with the development and implementation of young forest wildlife habitat projects and compatible access projects on DNR-managed lands, County-owned lands, and Federal lands.
- Meet with managers of Industrial Forest lands on opportunities to integrate management of both public and private lands to comprehensively maximize wildlife benefit and seek out partnership opportunities.
- Assist with completion of project planning prerequisites for both private and public lands (NEPA, National Heritage Inventory, and cultural resources reviews).
- Conduct wildlife surveys as assigned by the DNR and entering appropriate data into DNR systems
- Lead the administration of noncommercial treatments and commercial timber harvests to achieve desired forest conditions, including preparing bid announcements, selecting contractors, forest road maintenance, and performing site inspections and evaluations.
- Lead the administration of other contracts such as trailhead improvements or road access for habitat treatments.
- Lead volunteer efforts with RGS & AWS members and the public, including monitoring efforts, information or interpretive programs, and habitat workdays.
- Communicate the importance of active forest management to RGS & AWS members and the



public during field trips, presentations, blog posts, and local media pitches.

- Maintain a database to track performance, achievements, and outcomes.
- Write and submit regular summaries, and interim and annual reports to RGS & AWS and partners.

The (2) Integrated Forest Habitat Biologists will be based out of WI DNR offices in (1) Hayward, WI and (2) Rhinelander, WI. Integrated Forest Habitat Biologists are RGS & AWS employee and will represent RGS & AWS in its collaborative work. Integrated Forest Habitat Biologists will be supervised by RGS & AWS's Great Lakes/Upper-Midwest Forest Conservation Director in partnership with the WI DNR and will receive daily assignments from WI DNR staff. There will be a 90-day probationary period.

The Integrated Forest Habitat Biologist positions are limited term positions with funding guaranteed until July 2024. These positions are likely to be extended with additional funding at that time.

COVID-19 Update:

RGS & AWS follow recommendations from the Center for Disease Control (CDC) and other local guidance as applicable. The WI DNR may continue to emphasize hybrid working arrangements that include telework due to the adaptive policies for minimizing risk of COVID- 19 and variants. As such, the Wildlife Forester may need to perform office work remotely and attend regular virtual meetings.

Compensation:

The Salary Range is **\$40,000–\$47,840** per year plus benefits; health insurance, and retirement options. A vehicle or monthly vehicle stipend will be available for the Integrated Forest Habitat Biologists. A purchasing card for business and travel expenses, computer, printer, cell phone, office supplies will be provided. Training and support as needed to excel in this position.

Application Instructions:

Please send a cover letter and resume to Jon Steigerwaldt (RGS/AWS) at jons@ruffedgrousesociety.org by **11:59pm on February 26th**. If you have any questions, please contact Jon at 412-720-6033