



JOB ANNOUNCEMENT

TITLE: Grebe Project Manager

ORGANIZATION

Plumas Audubon Society (PAS) promotes the understanding, appreciation, and protection of the biodiversity of the Feather River Region through education, research, and the restoration and conservation of natural ecosystems. PAS is an independent chapter of the National Audubon Society. Based in Quincy, California, PAS has been serving the upper Feather River Watershed since 1989.

PAS is an equal-opportunity employer, committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. PAS makes hiring decisions based solely on qualifications, merit, and need.

JOB SUMMARY

PAS is seeking an experienced field biologist to oversee the *Aechmophorus* (western & Clark's) Grebe Project. Since 2010, PAS has been monitoring and advocating for *Aechmophorus* grebes on four northern California lakes - Lake Almanor, Antelope Lake, Lake Davis, and Eagle Lake - maintaining the most consistent and extensive dataset on the population dynamics of the two species.

Please visit www.plumasaudubon.org/grebe for a more in-depth description of our *Aechmophorus* grebe work. The project manager will oversee activities, budget, and field staff (if any) for the project.

This position will be full-time throughout the field season (June - August) and part-time through the fall and winter. The Grebe Project Manager will work with the Executive Director and Field Operations Manager to ensure that project deliverables are conducted in accordance with recommended protocols and that data is recorded, documented, and managed properly. PAS's *Aechmophorus* Grebe Project

currently has funding through early 2028. The Grebe Project Manager will be responsible for identifying and securing grant opportunities to fund the position and the project beyond this.

Projects will be primarily on Plumas National Forest and Lassen National Forest lands in California's Sierra Nevada Range. Grebe field work is usually completed alone. The appointee must be willing and able to carry kayaks and research equipment weighing up to 45 pounds, hike off-trail, and work in inclement weather conditions that may include wind and rain.

Fieldwork will require a flexible schedule during the summer months (June - August). Dates of employment will vary depending on ecological factors and survey priority.

KEY RESPONSIBILITIES

- Produce deliverables in advance of deadlines and within budget;
- Maintain project budget;
- Oversee field technicians (if any);
- Maintain communication with project partners;
- Conduct surveys for *Aechmophorus* grebes;
- Record accurate data and GPS tracks;
- Upload data to the PAS database and GIS, with attention to data management throughout the season;
- Off-trail hiking on steep, rocky terrain to observe grebe colonies;
- Kayaking, sometimes during periods of high winds, to monitor grebe colonies;

MINIMUM QUALIFICATIONS

- Bachelor's degree in a related field or four years of direct, relevant experience;
- Experience managing a project;
- At least two years of experience conducting wildlife surveys and summarizing biological data;
- Ability to use GPS, maps, compass, and navigate off-trail;
- Ability to kayak for long periods, sometimes during high winds;
- Ability to hike on steep terrain;
- Ability to maintain field equipment and facilities;
- Ability to work as part of a team and independently;
- Ability to effectively interact with staff at all levels and other partner agencies and organizations;
- Ability to maintain effective work relationships with co-workers and work-related contacts.

PREFERRED QUALIFICATIONS/SKILLS

- Experience counting rafts of waterbirds numbering in the thousands;
- Experience pulling/hauling trailers;
- Experience off-roading and 4x4 driving;
- Boat driving experience;
- Wilderness First Aid/First Responder certification;
- Knowledge of Sierra Nevada flora & fauna;
- GIS, Gaia, and/or Avenza experience.

STARTING COMPENSATION: \$20–25/hour DOE

BENEFITS: Paid holidays, paid sick leave (accrued), matching retirement contribution, gear stipends

APPLICATION INSTRUCTIONS

Send your resume, cover letter, and three professional references (in one combined PDF) to opportunities@plumasaudubon.org

Please include “Grebe Project Manager” in the subject line.

Visit us at www.plumasaudubon.org

