



INTERMOUNTAIN WEST  
JOINT VENTURE  
*conserving habitat through partnerships*

## Sagebrush Collaborative Conservation Specialist

### POSITION ANNOUNCEMENT

**LOCATION:** Specific location within the sagebrush range to be determined; preference is within the Great Basin.

**APPOINTMENT:** Full time, minimum two years (with the potential of five years with expected funding contributions).

#### **BACKGROUND:**

The Sagebrush Collaborative Conservation Specialist position serves to support the strategic, proactive, partner-driven conservation of sagebrush habitats in key landscapes of the Intermountain West in collaboration with the Bureau of Land Management (BLM), Sage Grouse Initiative (SGI), state fish and wildlife agencies, public lands ranchers, industry partners, and other conservation entities. Since 2010, conservation partners have made an unprecedented and historic commitment to proactively conserving the sagebrush ecosystem as needed to sustain sage grouse, other wildlife, and people. The intent of the Intermountain West Joint Venture (IWJV) and its partners is to sustain this partnership-driven work over the long term to conserve sagebrush landscapes.

In 2016, BLM, the Natural Resources Conservation Service (NRCS), and the U.S. Forest Service entered into a Memorandum of Understanding (MOU) to provide a collaborative framework for the agencies to accomplish common goals related to the conservation of sage grouse and its habitat. There are six major areas of emphasis:

- a) Control invading conifers in mutually agreed upon priority watersheds.
- b) Implement practices across landownerships designed to reduce the risk of fire and invasive species as identified by the Fire and Invasives Assessment Tool in the Great Basin, and in the Rocky Mountain states when similar tools become available.
- c) Restore and enhance wet meadow habitats in mutually agreed upon priority watersheds.
- d) Develop science tools that refine delivery of priority conservation practices, jointly track implementation, assess benefits of such practices, and quantify resulting biological outcomes.
- e) Coordinate communications to amplify outcomes achieved in conservation.
- f) Coordinate, where appropriate, the planning and implementation of range structural improvements.

The BLM subsequently entered into a new five-year, up to \$5 million agreement with the IWJV to help strengthen the field delivery, science, communications, and partner development capacity for sagebrush conservation on public lands – an approach that builds upon the IWJV’s role in SGI implementation from 2011-2016 on private lands. This Intra-agency Agreement between BLM and the IWJV provides a key mechanism to implement the MOU, build on the SGI Strategic Watershed Action Team model, and leverage collaborative public-private partnerships from 2016-2020. This new five-year BLM-IWJV agreement was developed to scale up SGI and expand the model of proactive conservation implementation. The IWJV provides coordination and staffing to increase field-level capacity in priority landscapes, develops science capacity and technical transfer to better focus implementation and evaluate outcomes, enhances communications and outreach, and strengthens partnerships for projects related to sage grouse and sagebrush ecosystems.

## **OUR ORGANIZATION:**

The IWJV conserves priority bird habitats through partnership-driven, science-based projects and programs. We bring people and organizations together to leverage technical and financial resources, building our collective capacity to achieve conservation at meaningful scales. As the largest of the U.S. Habitat Joint Ventures, the IWJV operates across all or parts of 11 western states and encompasses some of the most diverse and intact landscapes in the West.

**Our overarching goal is to conserve habitats in the Intermountain West that are capable of sustaining bird populations at desired levels. We strive to meet this goal by employing the following strategies:**

1. Broaden and strengthen public-private partnerships for bird habitat conservation in the Intermountain West.
2. Increase funding for federal and state funding programs essential to bird habitat conservation in the Intermountain West.
3. Provide funding, foster leverage opportunities, and enhance partner access to federal, state and private funding programs essential to bird habitat conservation in the Intermountain West.
4. Develop a strong science foundation, linking continental, regional, and local population goals and habitat objectives, to inform and empower strategic habitat conservation in the Intermountain West.
5. Employ strategic communications to communicate effectively with target audiences that are necessary to engage for bird conservation.
6. Conduct science based monitoring and evaluation of conservation outcomes capable of measuring their contribution to stated avian population goals and/or habitat objectives.

Visit [www.iwJV.org](http://www.iwJV.org) for more information.

## **JOIN THE TEAM!**

The IWJV is seeking a Sagebrush Collaborative Conservation Specialist to lead and oversee the field delivery capacity element of the Joint Venture's new sagebrush conservation agreement with BLM. The position will be based within the sagebrush ecosystem, preferably in close proximity to important sagebrush landscapes of the Great Basin, and will report to JV senior staff. The Sagebrush Collaborative Conservation Specialist will work closely with an interdisciplinary team of staff members and partners including, but not limited to, the IWJV Assistant Coordinator, IWJV Coordinator, Communications Program Coordinator, Sagebrush Communications Specialist, and Spatial Ecologist; the IWJV Management Board; BLM staff at the national, state, and district levels; the SGI Core Team; and IWJV's state conservation partners. This position leads the field delivery capacity element of this initiative by: addressing bottlenecks to sagebrush conservation across public and private lands; fostering integration of emerging science products into conservation delivery; providing partnership-building technical assistance; engaging partners in supporting proactive sagebrush conservation on public lands; and building, strengthening, and connecting science, field delivery, communications, and partnership capacity for working lands conservation. The IWJV is one of the leading collaborative conservation organizations in the Intermountain West. We are seeking a solution-oriented and visionary individual who thrives in a fast-paced work environment to join our team!

## **DUTIES AND RESPONSIBILITIES:**

### **Overall: BLM-IWJV Agreement Implementation**

- Support implementation of sage grouse and sagebrush habitat conservation as prioritized in the MOU between the NRCS, BLM, and U.S. Forest Service by addressing bottlenecks to sagebrush conservation across public and private lands.
- Coordinate with BLM, SGI, U.S. Fish and Wildlife Service, and the IWJV Management Board on all elements of the BLM-IWJV agreement.
- Provide lead technical and partnership-building assistance and seek partner contributions of financial support to ensure success in targeted landscapes.
- Foster and enhance integration of emerging science products associated with this agreement into conservation delivery.

### **Build Field Delivery Capacity for Sagebrush Conservation**

- Collaborate with IWJV and BLM staff to identify landscapes for field delivery capacity investments to achieve the objectives of the BLM-IWJV Agreement.
- Work with public lands ranchers, state fish and wildlife agencies, federal agencies, non-governmental conservation organizations, and others to foster engagement in collaborative sagebrush conservation.
- Provide partnership-building assistance as needed to secure contributions of financial support from partners to field capacity development in targeted landscapes.
- Assist the new partnership coordinators and other positions established through the BLM-IWJV agreement with implementing their respective pilot projects.
- Collaborate with BLM and the partners to resolve any issues and ensure that the field capacity positions are meeting the objectives of the paying partners.
- Provide recommendations to the IWJV Assistant Coordinator, BLM-IWJV Agreement Liaison, and BLM staff about the scientific and conservation needs of the partner positions.

### **Technical Transfer of Science & Planning to Implementation**

- Support the translation of science products developed by the SGI Science Program into sagebrush conservation approaches that can be implemented in the pilot landscapes.
- Coordinate technical training, with support from staff of NRCS, SGI, IWJV, and other key partners, through onsite workshops and webinars.
- Assist partners with identifying future science, conservation planning, and outcome-based evaluation needs.

### **Support Strategic Communications & Outreach**

- Identify communications needs and coordinate with the IWJV and key partner communication staff to develop new communications tactics and tools to support collaborative sagebrush conservation.
- Identify story ideas, potential participants, and supporting partners for sagebrush communications and provide input to IWJV communications staff to facilitate strategic communications.
- Represent the partnership in the education and implementation of the proactive, voluntary, strategic working sagebrush conservation model that is mutually beneficial for agriculture and sagebrush-dependent wildlife.
- Represent the partnership at regional sagebrush conservation meetings, collaboration forums, local work groups, watershed groups, and other coordination efforts that build support for collaborative sagebrush conservation.
- Organize landowner and stakeholder workshops and field tours, and coordinate information-sharing with decision-makers, agency leaders, and non-governmental conservation organizations.

- Communicate regularly with the IWJV State Conservation Partnership Chairs, SGI State Leads, and BLM staff at all levels to support partnership-driven, landscape-scale, working lands conservation.

### **Coordination & Collaboration**

- Coordinate with IWJV core staff and BLM representatives on a frequent basis to share information, identify field implementation bottlenecks, develop solutions to challenges in collaborative sagebrush conservation, and provide progress updates.
- Build and sustain relationships with the SGI Core Team to maximize alignment of the BLM-IWJV work with that of SGI, meeting a foundation objective of the MOU and BLM-IWJV Agreement.
- Collaborate extensively with public lands ranchers and organizations representing private landowners and the ranching community to find common ground and foster collaboration on sagebrush conservation.
- Collaborate extensively with state fish and wildlife agencies, state agricultural agencies, and state natural resource agencies to seek engagement and achieve state-identified objectives in collaborative sagebrush conservation.
- Coordinate, prepare and submit quarterly accomplishment reports highlighting accomplishments, progress in delivering landscape-scale conservation initiatives, and other relevant issues.
- Participate, when requested by the IWJV Assistant Coordinator, in IWJV Management Board meetings and/or other professional meetings, and carry out other duties as required.

### **QUALIFICATIONS:**

- Bachelor's degree in wildlife biology/management, range management, restoration biology, or related field; an advanced degree is preferred.
- Minimum of five years of progressively responsible experience in fishery/wildlife habitat management, range management, land management, habitat conservation program delivery, or watershed management.
- Commitment to building relationships with decision-makers and ensuring science priorities and results are applied in conservation planning, program development, and policy.
- Experience in outreach and communicating conservation issues and results to agency leaders, conservation professionals, the public, and the media.
- Demonstrated track record of developing solutions to complex natural resource management challenges through collaboration.
- Demonstrated ability to coordinate well with staff and partners.
- Experience working with BLM at multiple levels of the agency.
- Experience and familiarity with SGI and NRCS Farm Bill conservation programs.
- Experience working with state and federal wildlife or natural resource agencies.
- Excellent oral and written communication skills.
- Ability and willingness to travel extensively; the size of the sagebrush ecosystem and IWJV service area warrants frequent travel, at times, to connect with the partnership and support stated objectives.

**COMPENSATION:** Annual salary range \$60,000-70,000, commensurate with experience and other qualifications.

### **BENEFITS:**

This position will be hosted by one of the IWJV's leading partner conservation organizations, with benefits and human resources functions provided by that organization. Benefits will include: medical, dental, vision, and pharmacy; annual and sick leave; and a 401(k) retirement option.

**HOW TO APPLY:**

Applicants should submit the following materials in electronic format (a single PDF preferred) to **Ali Duvall** at [ali.duvall@iwjv.org](mailto:ali.duvall@iwjv.org) by **Wednesday, September 14, 2016**:

- Cover letter that addresses interest in the position and natural resource conservation.
- Resume with a minimum of three references.
- Two or more writing samples related to natural resources or conservation.

**ANTICIPATED START DATE:** October 15, 2016.

**FOR MORE INFORMATION:**

Contact Ali Duvall at [ali.duvall@iwjv.org](mailto:ali.duvall@iwjv.org) or (406) 370-5047.