



BIRMINGHAM AUDUBON

Position description

Science & Conservation Director

Location: Birmingham office
Supervisor: Executive Director

About Birmingham Audubon

Founded in 1946 and incorporated as a 501(c)(3) in 1976, Birmingham Audubon is Alabama's leading nonprofit promoting conservation and a greater knowledge of birds, their habitats, and the natural world. As the primary Audubon chapter for most of Alabama, we provide a variety of services to our state's birds and bird lovers, including field trips, adult courses, support for researchers and educators, scientific research, habitat restoration, and coastal bird stewardship and monitoring. As of 2018, our staff includes eight full-time and two seasonal positions divided between our Birmingham and Mobile offices. Our newsletter reaches over 1,800 local and National Audubon members statewide.

About the position:

Birmingham Audubon's SCIENCE & CONSERVATION DIRECTOR oversees the organization's research, conservation, and habitat-restoration activities. As a key member of our senior leadership team, the Science & Conservation Director works closely with the Executive Director to 1) support and expand pre-existing priority science and conservation programs; 2) develop and implement new efforts aimed at benefiting bird populations throughout Alabama; 3) provide scientific oversight for our work on the Alabama Gulf Coast. As such, the position presents an excellent opportunity to shape the future of one of Alabama's fastest growing conservation organizations.

This is an exempt, salaried, twelve-month position, reporting directly to the Executive Director.

Core responsibilities:

The Science & Conservation Director is the primary staff member responsible for:

- overseeing all aspects of our Science & Conservation Department;
- ensuring the success of current conservation projects, including chimney-swift stewardship and monitoring, schoolyard habitat restoration, and stewardship of priority bird habitats;
- developing and implementing new bird-related research and conservation programs based on the Birmingham Audubon mission;
- providing scientific oversight for the Alabama Coastal Bird Stewardship Program;
- advising Birmingham Audubon staff, board, committees, and volunteers on all science- and conservation-related policies, programs, and messaging;
- recruiting, managing, utilizing, and retaining a pool of committed volunteers for bird-monitoring and habitat-restoration work;

- organizing science-based membership programs, including community-science efforts, monthly nature programs, and occasional guest-speaker series;
- providing staff leadership for key seasonal events, including, but not limited to, the Birmingham Audubon Mountain Workshop and our Coastal Bird Banding activities;
- ensuring that our organization's efforts are based on sound conservation principles and the latest ornithological research.

Other responsibilities:

In addition to his/her core responsibilities, the Science & Conservation Director will also:

- publish findings in recognized, peer-reviewed journals;
- represent Birmingham Audubon at regional, national, and international scientific conferences;
- deliver well-crafted presentations to diverse audiences;
- lead or co-lead nature walks, outings, and field trips;
- foster productive relationships with partners, allied organizations, state and federal conservation agencies, and the academic community;
- collect qualitative and quantitative data on program effectiveness and reach;
- work with the Partnership & Policy Director to pursue competitive grants in support of the organization's science and conservation activities;
- support other duties as appropriate and as assigned by the Executive Director.

Relationships

Internal:

The Science & Conservation Director will:

- report directly to the Executive Director;
- work with the Operations Manager, Outreach & Communication Director, Partnership & Policy Director, and coastal staff members on aligned duties;
- work directly with the Conservation and Science Committees, as well as with other board committees as deemed appropriate by the Executive Director;
- work directly with Birmingham Audubon members and non-member participants in Birmingham Audubon programs;
- attend and present at Birmingham Audubon board meetings, committee meetings, and membership programs, as necessary.

External:

The Science & Conservation Director will also interact regularly with:

- the academic community;
- local, state, and federal governments;
- local, national, and international conservation partners (e.g., National Audubon Society, American Bird Conservancy, The Nature Conservancy);

- community partners (e.g., Ruffner Mountain Nature Center, Alabama Wildlife Center, Jones Valley Teaching Farm)
- local and national media outlets;
- the public at large.

Basic qualifications

The Science & Conservation Director *must* possess:

- a deep commitment to Birmingham Audubon’s core mission;
- a working knowledge of North American bird biology, phenology, and diversity;
- a graduate degree (PhD strongly preferred) in ornithology or a related discipline;
- a proven research record;
- experience with advanced analytical methods and software (e.g., R, ArcGIS);
- comfort using macOS, as well as proficiency with the Microsoft Office suite (Word, Excel, PowerPoint, Outlook);
- excellent time-management skills, including the ability to work evenings and weekends as necessary;
- an ability to work in both team and partnership settings with a range of personality types;
- a willingness to travel, including on occasional overnight trips;
- experience with basic office equipment (e.g., printers, scanners, telephones) and advanced birding equipment;
- a willingness to submit to a background check;
- a valid driver’s license and independent means of transportation.

Preferred qualifications include:

- at least two years of experience working in a nonprofit setting.

Physical requirements:

The Science & Conservation Director must be able to:

- carry out a wide variety of physical tasks (e.g., lifting, reaching, bending, pushing, pulling, sitting, walking, typing, driving, standing, speaking) under a variety of conditions, both indoor and outdoor;
- tolerate a variety of challenging field conditions, including difficult weather (hot, cold, wet, inclement), remote and inaccessible locations, and inhospitable vegetation.

It is the policy of BIRMINGHAM AUDUBON that all persons are entitled to equality of opportunity in all areas of employment regardless of race, sex, sexual orientation, disability, age, national origin, religion, veteran status, genetic information, or other legally protected status.

How to apply:

Please submit a cover letter, CV, and contact information for three references as a single PDF document to careers@birninghamaudubon.org, subject: “Science & Conservation Director.”