

## **Job Title: Director of Bird Conservation**

Location: Smithfield, Rhode Island

Job Type: Full-Time, Exempt

Reports To: Executive Director, Audubon Society of Rhode Island

Salary Range: \$75,000-\$85,000

The mission of the Audubon Society of Rhode Island is to protect birds, other wildlife, and their habitats through conservation, education, and advocacy for the benefit of all people and other life.

Climate change has emerged as a principal priority of the Audubon Society of Rhode Island. Our partnership-based approach to policy, advocacy, education, research, and conservation has been critical to our success. The Director of Bird Conservation leads Audubon's science-based initiatives to monitor and conserve avian populations throughout Rhode Island. This role requires a skilled and collaborative scientist with a track record of designing and implementing avian research programs, managing fieldwork, securing grants, and translating science into conservation outcomes.

The Director will collaborate with internal teams and external partners to ensure rigorous research, effective communication, advocacy, and strategic application of findings to habitat management and climate adaptation initiatives.

Audubon manages over 9,500 acres of protected habitat across Rhode Island, including the Kingston Wildlife Research Station, one of the longest-running bird banding stations in North America. Through research, monitoring, education, and conservation, we strive to understand and protect bird populations and the ecosystems they depend on.

## **Essential Duties and Responsibilities**

### **1. Research and Monitoring**

- To continue the implementation of a statewide Inventory and Monitoring Plan to assess the abundance and long-term population trends of birds on Audubon properties during breeding, winter, and migration periods.
- Lead analyses using data from the Rhode Island Bird Atlas and Audubon's "State of Our Birds" reports to quantify avian distribution, trends, and conservation priorities.
- Oversee long-term bird monitoring at the Kingston Wildlife Research Station in collaboration with URI ornithologists.

## 2. Conservation and Habitat Management

- In partnership with the Director of Conservation, develop science-based management plans to enhance bird diversity across Audubon lands.
- Create and implement strategies to mitigate the impacts of climate change on birds using Audubon lands.
- Maintain comprehensive records of avian surveys, management actions, and research outcomes.

## 3. Community Science and Public Engagement

- Design and lead community science programs to expand public participation in bird monitoring and conservation.
- Present research and conservation updates through Audubon Avian Symposium, public talks, newsletter articles, and scientific conferences.
- Cultivate an informed and engaged membership base through consistent outreach and interpretation of research findings.

## 4. Grants and Partnerships

- Write and manage grants from governmental and non-governmental sources to fund avian research and conservation.
- Establish collaborative research partnerships with other New England Audubon societies, organizations and agencies across southern New England.
- Represent Audubon in regional conservation planning efforts and scientific coalitions.

## Qualifications

### *Minimum Qualifications:*

- M.S. degree in Conservation Biology, Wildlife Ecology, Avian Ecology, or a related field.
- Experience designing and implementing avian research studies.
- Demonstrated success in obtaining and managing research grants.
- Excellent public speaking and written communication skills.
- Strong organizational skills, including project management, program development, and collaboration with diverse stakeholders.
- Ability to work effectively with volunteers, staff, and research collaborators.

### *Preferred Qualifications:*

- Ph.D. in Conservation Biology, Wildlife Ecology, or a related field.
- Publications in peer-reviewed journals or technical reports on avian population trends or habitat use.
- Advanced proficiency with GIS (ArcGIS Pro, ArcGIS Online), R, Survey123, and related spatial and statistical tools.
- Experience with bird species and habitats in southern New England.
- Demonstrated ability to foster partnerships with government and non-profit organizations.
- Strong record of public and scientific presentations related to bird conservation.

### **Physical Requirements**

- Ability to work in field conditions including wetlands, forests, and uneven terrain.
- Must be able to lift and carry up to 40 pounds and work outdoors in variable weather conditions.
- Flexibility to work occasional evenings or weekends.

### **Compensation and Benefits**

- Salary commensurate with experience.
- Generous paid time off, health insurance, 403(b) retirement plan, professional development opportunities
- A mission-driven, inclusive, and supportive workplace culture.

### **To Apply**

Audubon is committed to representing Rhode Island's diversity in our staff, volunteers, boards, and membership and creating a positive, inclusive workplace culture where all can thrive. We encourage anyone who is interested in this role to apply, regardless of whether you meet all of the qualifications. The top candidates will bring unique perspectives, experiences, and skills to our team.

Please send one PDF attachment that includes:

- 1) A cover letter outlining your interest and relevant experience
- 2) A current CV or resume

Email applications to: [careers@asri.org](mailto:careers@asri.org)

Subject line: Dir. of Bird Conservation