

## Job Description



**Position Title:** Director of Avian Research  
**Department:** Conservation  
**Location:** Smithfield Office  
**Reports to:** Executive Director  
**Classification:** Salaried, Exempt, Full time, Regular

**Website:** [www.asri.org/about/mission.html](http://www.asri.org/about/mission.html)

The Audubon Society of Rhode Island protects and manages a 9,500-acre refuge system, which includes nearly 30 miles of trails for public use that form the state's largest wildlife refuge system. The properties include the Kingston Wildlife Research Station, which is one of the longest running bird banding stations in North America that is operated in collaboration with ornithologists at the University of Rhode Island.

**Description:** The Director of Avian Research (DAR) will lead efforts to develop a research program to protect birds, other wildlife and their habitats through conservation on Audubon Society of Rhode Island (ASRI) properties, as well as other landscapes throughout Rhode Island. The DAR will develop and implement plans to assess the current abundance of birds utilizing ASRI properties, as well as develop a research plan for understanding the long-term population trends of birds using ASRI properties during the breeding season, winter months, and as stopover habitat during migration periods. The DAR will work with members of the Senior Management Team and external granting agencies to develop and implement this Inventory and Monitoring Plan. The DAR will also work with ASRI staff to develop and implement a management plan for habitats to enhance long-term biodiversity on ASRI properties.

- Responsible for writing and managing grants from external nongovernment and government agencies to conduct research to conserve avian populations on ASRI properties
- Initiate efforts to quantify the spatial distribution and abundance of birds in Rhode Island, focusing on ASRI properties and using the data from the recently completed Rhode Island Bird Atlas. [www.ribirdatlas.com](http://www.ribirdatlas.com)
- Develop and initiate efforts to assess long-term trends of avian use of ASRI properties during the breeding season, winter months, and as stopover habitat.
- Working with the Senior Director of Conservation, develop conservation plans to manage habitats to maintain or enhance the diversity of birds utilizing ASRI properties during the breeding season, winter months, and as stopover habitat during migration.

- Develop and initiate a plan to utilize citizen scientists to enhance our understanding of avian use of ASRI properties
- Regularly engage with ASRI members and the public to increase their understanding of conservation issues facing Rhode Island's avian populations and ecosystems. This will include giving presentations in a variety of settings, as well as writing newsletter and other articles.
- Develop a research and management plan to minimize the impacts of climate change on birds utilizing ASRI properties
- Develop opportunities for citizen scientists to become involved in ASRI research projects
- Work with Senior Director of Conservation and other ASRI staff to develop monitoring and management strategies for ASRI properties
- Collaborate with ornithologists at the University of Rhode Island to ensure that long-term monitoring of avian populations continues at the Kingston Wildlife Research Station
- Represent ASRI in regional bird conservation planning efforts
- Maintain databases of avian survey results, prepare annual reports, establish and maintain records of land management implantation.
- Collaborate with others on the ASRI team on land stewardship, education and public policy activities as directed by the Executive Director

**Qualifications:**

**Minimum qualifications:**

- A M.S. degree in Conservation Biology, wildlife ecology, avian ecology, or a related field
- Knowledge of current threats to avian populations breeding, wintering, and using Rhode Island as stopover habitat during migration.
- Evidence of designing and implementing research studies to assess avian population trends
- Demonstrated ability to obtain external grants, as well as manage grants
- Demonstrated ability to work with volunteers, as well as paid staff, to conduct scientific research projects.
- Excellent written and oral communication skills including strong public speaking abilities
- Excellent organizational skills including planning, delegating, program development, and task facilitation working within a diverse community

## **Preferred Qualifications**

- A Ph.D. degree in Conservation Biology, wildlife ecology, avian ecology, or a related field
- Strong evidence of designing and implementing studies to assess avian population trends or resource selection including publications in peer-reviewed journals or technical reports
- Strong success in grant writing and managing grants, with evidence of obtaining and managing grants from government or nongovernment agencies
- Expertise in natural resource management guided by science-based data collection and analysis
- Demonstrated ability to create effective partnerships with government and non-government agencies
- Demonstrated ability giving effective presentations to the general public, as well as at scientific conferences, related to the conservation or management of avian populations
- Demonstrated knowledge of current GIS software and analytical tools, including, but not limited to, ArcMap, ArcPro, ArcGIS Online, Survey123, Collector, and Web AppBuilder. The incumbent should be highly proficient in current analytical skills, techniques, and methodologies including but not limited to data management, database development in R, and spatial analysis. Familiarity with the variety of platforms and software would be a valuable asset when collaborating with partner organizations in Rhode Island and adjacent states.

## **Application**

Send cover letter and CV to: [careers@asri.org](mailto:careers@asri.org).

Audubon Society of Rhode Island is an equal opportunity employer.