



Sean Beckett <sean.r.beckett@gmail.com>

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## Fwd: MA Audubon Cons Ecologist opening

1 message

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**Andy Wood** <andyjoewood@gmail.com>  
To: FNEP Alumni Association <fnepalumniassociation@gmail.com>

Tue, Nov 30, 2021 at 8:11 AM

Dream FNEP job

----- Forwarded message -----

From: **Andy Wood** <andyjoewood@gmail.com>  
Date: Mon, Nov 22, 2021 at 12:58 PM  
Subject: MA Audubon Cons Ecologist opening  
To: Andy Wood <andyjoewood@gmail.com>

# Conservation Ecologist

Location: Lincoln, MA  
Sanctuary: Lincoln Headquarters

## About Mass Audubon:

Mass Audubon protects 40,000 acres of land throughout Massachusetts, saving birds and other wildlife, and making nature accessible to all. As Massachusetts' largest nature conservation nonprofit, we welcome more than a half million visitors a year to our wildlife sanctuaries and nature centers. Today, Mass Audubon is a nationally recognized environmental education leader, offering thousands of camp, school, and adult programs. With more than 135,000 members and supporters, we advocate on Beacon Hill and beyond, and conduct conservation research to preserve the natural heritage of our beautiful state.

## About this Position:

Support development of sanctuary-specific Ecological Management Reports (EMRs), including climate change vulnerability assessments. Support active management and monitoring projects including ecological restoration, habitat creation/maintenance, and resource inventory and mapping. Perform research-related tasks including literature reviews, computer data analysis including GIS, and field work. Communicate findings and analysis in writing and through presentations to colleagues, landowners, foresters, and the public. Interact with local/state/federal agency, academic, and nonprofit partners on regional conservation issues, and in collaboration with internal and external scientists. Cooperate with other Mass Audubon staff including regional directors, educators, and property managers. Contribute to hiring and supervision of seasonal assistants, interns and volunteers.

## Responsibilities

- Collaborate with Senior Conservation Ecologist and other staff to develop and implement sanctuary-based climate change vulnerability assessments for forested landscapes, including wetlands and early-successional habitats.
- Contribute to Ecological Management Reports describing sanctuary ecological context and conservation assets, threats and vulnerabilities related to those assets, and prioritized management and monitoring tasks to protect and enhance conservation values.
- Coordinate stewardship activities, including invasive management, herbicide licensing and reporting, property staff trainings, field crew supervision, and shared staff work days.
- Coordinate sanctuary monitoring, a field-based effort including staff, volunteer, and contractor elements.
- Share expertise in the form of public presentations, scientific conferences, staff trainings, and writing for printed materials, social media, and traditional media.
- Pursue new funding opportunities, and assist in management of relevant aspects of project budgets and contracts.
- Pursue relevant training, remain current in aspects of conservation and stewardship, and contribute scientific expertise to research and management projects being pursued by the Conservation Science team.

# Qualifications

## Must Have's:

- Advanced degree in ecology, botany, or other natural resource-related field with at least two years' experience in ecological management and/or policy.
- Excellent knowledge of Massachusetts and New England forests, climate change impacts, and conservation and management issues.
- General knowledge of northeastern United States flora, fauna, and natural communities.
- Excellent communication (written and oral) skills. Ability to communicate scientific knowledge to lay people and productively engage others in science-based conservation initiatives.
- Good organizational and management skills, including staff and volunteer supervision.
- Valid driver's license.
- Willingness and ability to travel throughout the state as needed.
- Ability to walk/lead walks on rough terrain or trails.

# Compensation and Benefits

This position's base salary range is \$58,850 - \$66,200; actual salary will reflect level of experience and qualifications relative to position requirements.

## Benefits and Perks:

Benefits eligible staff at Mass Audubon may elect to enroll in medical, dental, and vision plans. Mass Audubon also offers disability and life insurance plans, a retirement plan through MetLife, and Flexible Spending Account options. Mass Audubon employment also includes access to an Employee Assistance Program (EAP) and the Reciprocity Agreement through the Consortium of Non-Profit Arts/Cultural/Environmental Organizations of New England. Mass Audubon employees also enjoy 12.5 paid holidays (in calendar year 2021 - holidays may shift annually due to where days fall within calendar).

# Additional Comments

Mass Audubon embraces diversity and equal opportunity in a serious way. We are dedicated to forming a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be. People of color are strongly encouraged to apply.

Mass Audubon requires all employees to be fully vaccinated for Covid-19. In addition, a successful completion of a CORI and SORI Background Check and a Motor Vehicle Record (if applicable) is required.

# How to Apply

Please send resume and cover letter to:

Tom Lautzenheiser, Senior Conservation Ecologist  
[conservation@massaudubon.org](mailto:conservation@massaudubon.org)  
Job# 3530

# Equal Employment Opportunity Statement

Mass Audubon is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and applicants. Mass Audubon prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.