



Conservation Specialist (Community Science)

Houston Audubon seeks an enthusiastic conservation specialist with good problem solving and interpersonal skills to join our conservation team.

About Houston Audubon

The mission of Houston Audubon is to advance the conservation of birds and positively impact their supporting environments. Houston Audubon, founded in 1969, is a nonprofit, accredited land trust organization committed to enhancing life on the Upper Texas Coast for birds and people. It is dedicated to advancing the conservation of birds and positively impacting their environments through habitat conservation, environmental education, and conservation advocacy. Houston Audubon owns and manages 17 sanctuaries in five counties totaling over 4,100 acres, which includes the well-known High Island and Bolivar Flats sanctuaries. It delivers hundreds of nature-based program experiences for children and adults every year.

Position Overview

Full-time position with an internationally recognized conservation organization. Working closely with the Conservation Director, the Conservation Specialist will assist in all monitoring and community science initiatives across both Houston Audubon's sanctuaries and the greater Upper Texas Coast region. The successful candidate will be responsible for the assistance, coordination, and execution of various community science and avian research projects. These projects include avian monitoring of our 17 sanctuaries, boat-based colonial waterbird surveys, managing urban community-science bird surveys, and managing the data and assisting with reports for all Houston Audubon monitoring and science initiatives. Houston Audubon's Conservation Department is housed at Houston Audubon's Edith L. Moore Nature Sanctuary located in West Houston. Occasional work and travel to other Houston Audubon sanctuaries will be required.

Annual Salary	\$33,000-\$40,000 DOQ
Hours per Week	40
Workplace:	Edith L. Moore Nature Sanctuary, Houston, TX
Flexible Work Options	Yes, after 3 months
Benefits	<ul style="list-style-type: none">• Medical Insurance: 75% of premiums for medical and dental plans• Life Insurance• 401(k) up to 3.5% match• Competitive vacation and sick leave

Primary Duties and Responsibilities

- Working in collaboration with the Conservation Director, manage and enhance Houston Audubon's citizen science program to engage, train, and support citizens in avian monitoring, including organizing an annual citizen science workshop and communicating frequently with volunteers.
- Coordinate regional urban bird surveys by interacting with leaders and volunteers while collecting and managing survey data for further analyses.
- Work with Conservation Director and partner organizations on developing a regional State of the Birds report.
- Participate in sanctuary and coastal monitoring efforts on Houston Audubon properties throughout the year, including trips to islands in Galveston Bay.
- Work with Conservation Director to produce analytical reports for regional bird surveys, sanctuary monitoring, and coastal monitoring.
- Coordinate community science initiatives in close collaboration with the Volunteer Manager and Sanctuary Managers.
- Collaborate with the Communications and Outreach teams to update community science information on the BFC (Bird-friendly Communities) website and assist with outreach events
- Participate in BFC-related outreach activities and events and provide science-based expertise as needed.
- Direct and train community scientists in collision monitoring in Downton Houston during peak spring and fall migration events.
- Assist in breeding bird monitoring and banding efforts during the summer, including managing banding data input.
- Coordinate involvement with non-Houston Audubon bird surveys along with the Land Department, such as Christmas Bird Count and Coastal Waterbird Survey.
- Address, research, and prepare white papers on specific advocacy issues, as needed, to support Houston Audubon's mission.

Desired Qualifications and Skills (included but are not limited to):

- A bachelor's degree, or higher in Biology, Ecology, Zoology, or related field is required
- Background in ornithology or avian research strongly preferred, especially with bird handling or banding experience
- Interest in promoting the conservation and appreciation of birds and wildlife habitat is required
- Experience interacting with diverse team members and public constituents
- Demonstrated ability to oversee projects, work independently, and work within project budgets
- Must have strong verbal and written communication skills

- Strong organizational skills and work ethic
- General knowledge of birds and Gulf Coast natural history
- Background in data management preferred
- Ability to drive. Travel between Houston Audubon sanctuaries and other community locations is required; approved expenses will be reimbursed
- Experience with GIS, eBird, iNaturalist, and leading guided tours is preferred

How to apply:

To apply, send your CV or resume along with a cover letter to kbiles@houstonaudubon.org.

Contact: Kelsey Biles, Conservation Director

Houston Audubon is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. We are committed to fostering and nurturing an organizational culture of equity, diversity, and inclusion within our workplace and sanctuaries, and in our work in the community. We believe that the rich blend of ideas, perspectives, and viewpoints that come with diversity are essential to our long-term success. Our values and actions reflect our commitment to diversity and inclusion of all as reflected in our hiring practices, team interaction, and outreach and engagement at large.