Conservation Director

Job Posting – January 2022

The mission of Houston Audubon is to advance the conservation of birds and positively impact their supporting environments. Houston Audubon is seeking an experienced conservation leader and strategic thinker to strengthen the organization's conservation impact for birds through science, advocacy, and monitoring.

About Houston Audubon

Houston Audubon is a nonprofit organization established in 1969 to conserve wildlife and natural resources on the Upper Texas Coast. We have a rich history of advancing our mission with a positive local, regional, and global impact through sanctuary and habitat management, environmental education, and conservation advocacy. Houston Audubon owns and manages 17 nature sanctuaries in the Houston Gulf Coast area providing over 4,000 acres of wetlands, forest, coastal woodlots and prairie, and beach that serve as critical habitat for over 300 species of migratory and resident birds. Houston Audubon sanctuaries also serve as community assets where people enjoy nature, learn, socialize, and explore. We deliver hundreds of nature-based program experiences for children and adults every year.

Position Overview

The Conservation Director will lead science, policy and monitoring efforts for the organization and be responsible for developing and implementing priority conservation strategies for the benefit of birds, communities, and the places they need to thrive on the Upper Texas Coast. The Conservation Director will oversee the work of the Bird-Friendly Communities program and manage capital, restoration, and facilities projects in collaboration with Houston Audubon operations and sanctuary managers. The successful candidate will also collaborate with natural resource agencies, universities, and private conservation organizations to build and maintain an ongoing network of subject matter expertise on issues affecting birds and bird conservation. This role will also work closely with the Development Department to provide subject matter expertise for funding proposals and should be able to communicate conservation priorities to funders in both presentations and through written materials.

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<th>Annual Salary</th>
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<td>Hours per Week</td>
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| Workplace      | HAS Headquarters:  
                 440 Wilchester Blvd, Houston, TX 77079 |
| Flexible Work Options | Yes |
| Benefits       | • Medical Insurance: 75% of premiums for medical and dental plans  
                 • Life Insurance  
                 • 401(k) up to 3.5% match  
                 • Competitive vacation and sick leave |
| Position Reports To: | Executive Director |
**Essential Duties and Responsibilities:**

- Provide technical and subject matter expertise to the Executive Director, Board of Directors, staff, and partners related to birds and bird conservation.
- Develop and oversee implementation of conservation strategies and programs that benefit birds on the Upper Texas Coast.
- Collaborate with national, regional, and local researchers to inform conservation, monitoring, advocacy, outreach and education programs.
- Design, implement and maintain avian monitoring program to inform and support adaptive management strategies, policy development, and community outreach and education and to help understand outcomes of conservation action.
- Using a lens of bird conservation and community equity, direct and oversee community science and conservation programs that focus on birds and their habitat needs.
- Oversee and manage conservation projects. Duties may include developing scopes of work, managing contracts, overseeing execution of work, ensuring timely completion of deliverables, and reporting on project status and outcomes.
- Collaborate with Development team on solicitation of gifts, prospect development, and donor cultivation and stewardship. Activities may include but are not limited to leading bird walks, giving presentations to general and technical audiences, and providing subject matter expertise on written proposals.
- Collaborate with Communications team to produce annual report, identify and elevate conservation stories, and respond to bird related inquiries from the media and public.
- Hire and manage conservation program employees as needed.
- Promote an organizational culture and structure that fosters cooperation, respectful communication, inclusive leadership, and effective teamwork—exhibited through an ability to collaborate with others and to incorporate new and differing perspectives in decision-making.
- Research and write federal funding proposals to support conservation priorities.

**Qualifications and Experience:**

- M.S. in wildlife biology, conservation biology, avian ecology, natural resource management or a related field.
- 5 + years of relevant experience in wildlife conservation, natural resource management, biology or related environmental or conservation work. Direct avian research or avian conservation experience preferred.
- Well versed in conservation, avian ecology, and biology.
- Knowledge of avifauna of the Gulf and East coast areas.
- Excellent bird identification skills
- Understanding of avian conservation issues and needs.
- Excellent presentation, interpersonal, and social skills with a positive outlook.
- Excellent oral and written communications skills and the ability to synthesize and communicate technical and complex information to both technical and non-technical audiences.
- Demonstrated record in project management, including grant oversight, completing reports, managing contracts and meeting deadlines.
• Ability to work outdoors, in all weather conditions and on varying terrain, with or without accommodation.

**How to apply:**

To apply, send resume via email to: hdrummond@houstonaudubon.org

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.