



# Nantucket Conservation Foundation

## Job Announcement: Immediate and Urgent Hire

**Job Title:** Seasonal Shorebird Monitor

**Job Location:** Nantucket Island, MA

**Wage:** \$15 per hour with housing, negotiable if housing is not needed.

**Time Frame:** Seasonal summer employment (May-August with possible 1-2 month extension)

**Job Description:** The Nantucket Conservation Foundation (NCF) Department of Science and Stewardship seeks a motivated, enthusiastic, self-reliant, independent Shorebird Monitor. From mid-May to mid-August, the employee will work independently and focus intensively on monitoring/protecting rare beach-nesting shorebirds and summarizing/reporting related end of season data. As the shorebird nesting season winds down, the potential exists to assist the NCF's Science and Stewardship Department with additional ecological field work. For the right applicant, a 1-2 month extension may be available until mid-October. Applicants with previous wildlife monitoring, and especially shorebird monitoring and nest searching experience, will be given preference for this position.

### Shorebird Monitoring Responsibilities:

1. Locating and regularly monitoring nests and documenting nest success of shorebirds including American Oystercatchers, Least and Common Terns and Piping Plovers at multiple locations on NCF properties on Nantucket Island;
2. Installing and maintaining fencing and educational signs;
3. Interacting and educating beach visitors about shorebird ecology and necessary protection measures;
4. Using spotting scopes and/or binoculars to accurately record sightings of color-banded birds;
5. Participating in local and regional shorebird monitoring meetings throughout the season;
6. Maintaining online report databases, collecting detailed field notes, data entry and quality control.

Potential additional responsibilities (dependent on need and time) include invasive plant species management, native species seed collection and out-planting, assisting with other ecological field work and data entry/quality control.

**Desired Qualifications:** Completed or in progress B.S. or B.A. degree in Ecology, Zoology, Natural Resource Management, Wildlife Biology, or a related biological/ecological field. **Candidates with one or more seasons of field experience monitoring nesting shorebird populations will be given high preference.** Strong observational, critical thinking and organizational skills and the ability keep accurate and up-to-date field notes. Experience using GPS units in the field and recording data on mobile phone apps. Experience using binoculars and spotting scopes for wildlife monitoring. Ability to work both independently and as part of a team. A valid driver's license is required; 4WD beach driving experience is preferred.

**Physical Demands and Work Environment:** This is a field intensive position and applicants must be able to tolerate adverse field conditions. Field work includes the possibility for inclement weather and variable terrain, potential exposure to poison ivy and biting insects (mosquitoes, greenhead flies and ticks). Nantucket is an area with a high abundance of tick-borne disease. The work involves hiking

extensive distances over sand while hauling/installing fencing and signs and standing, bending and kneeling on a routine basis.

**Dates/Hours:** This is a full-time, temporary position beginning in mid-May and ending in mid-August, with a possible 2-month extension until mid-October for the right candidate. Hours are generally Monday through Friday, averaging eight hours per day, although shorebird monitoring is required on holiday weekends (Memorial Day and July 4<sup>th</sup>). Work schedule may also vary depending on weather, tides, etc.

**Benefits/Wages: Housing (private bedroom in a house with shared living space) is provided for the duration of the position. Wage (based on a 40-hour work week) is \$15 per hour with housing included, or negotiable if housing is not needed.** Work-related transportation is provided during working hours. No paid time off (vacation or sick time) is available to seasonal employees. NCF cannot offer employee benefits to seasonal employees.

**COVID-19 Considerations:** For the health and safety of our staff, exact start dates may depend on current recommendations for travel and quarantine requirements. NCF may require a quarantine and/or negative COVID test prior to start date. To maintain a safe working environment for NCF staff and the community, NCF staff are required to adhere to all federal, state and local COVID-19 guidelines. Additionally, all staff are required to adhere to NCF's internal COVID-19 operating procedures and protocols.

**Location:** The Nantucket Conservation Foundation is located on Nantucket Island, MA ~ 30 miles south of Cape Cod. Nantucket is dominated by sandplain grasslands, coastal healthlands, and scrub oak shrublands (all rare habitats in the Northeast) as well as barrier beaches, coastal plain ponds and tidal marshes. For more information on our mission and research projects, please see the Foundation's website ([www.nantucketconservation.org](http://www.nantucketconservation.org)) and the Department of Science and Stewardship's Science Blog (<https://www.nantucketconservation.org/science-stewardship/science-stewardship-department-blog/>).

**Deadline for application is Friday, May 5<sup>th</sup>. This position is an urgent and immediate hire. Interested candidates should submit applications as soon as possible. Application review and hiring decisions will begin immediately. Desired start date is as soon as possible.**

**How to Apply:** Please submit ONE PDF DOCUMENT that includes a cover letter, resume and contact information (name, affiliation, phone and email) for three references to:

Karen Beattie, Director of Science and Stewardship: [kbeattie@nantucketconservation.org](mailto:kbeattie@nantucketconservation.org)