Avian Ecology Project Manager

Organizational Background

The Vermont Center for Ecostudies (VCE) is a preeminent conservation organization in New England that advances wildlife and habitat conservation through research, monitoring, and community engagement. Our biologists investigate ecological relationships across scales, from mercury pollution in songbirds to insect migratory ecology. VCE is located along the Connecticut River in the vibrant community of White River Junction, Vermont. Our staff is committed to creating a compassionate and inclusive workplace culture that values the physical and emotional well-being of all employees.

Position Summary

VCE seeks to hire an avian ecology project manager to help lead with field and data tasks associated with VCE's avian research projects throughout the year.

(1) *Mt. Mansfield Songbird Research Program* (May-Sept). The project manager will lead weekly banding efforts to monitor the high-elevation bird community of Mt. Mansfield, Vermont. Duties include maintaining banding equipment and supplies, managing field interns and volunteers, conducting target and passive netting, collecting biological samples (blood and fecal), entering data, and occasional public outreach. There may also be opportunities for deploying various tracking technologies.

(2) *Backyard Pesticide Project (*May-August*).* The project manager will work with a network of community scientist volunteers to monitor birdhouses for cavity-nesting birds in urban and suburban neighborhoods. Duties include contacting volunteers for property access, checking nest boxes, banding adults and nestlings, collecting and processing blood and fecal samples, collecting habitat data, entering data, and communicating progress with other field teams.

(3) *Bicknell's Thrush Stopover and Caribbean Work* (Oct-Mar) - During the fall and winter, the project manager will work on two projects related to understanding Bicknell's Thrush occurrence during the migratory and non-breeding season using automatic recording units. Duties require processing and storing audio data, measuring and analyzing spectrograms, and extracting and analyzing spatial data. There may be opportunities to conduct fieldwork in the Mid-Atlantic region and the Dominican Republic in Fall/Winter pending interest and funding availability.

This is a year-long position that is expected to run from March 2027 to February 2028 (start and end dates are flexible). Opportunities for extension are possible and contingent on performance and funding availability. The project manager will work primarily with Desirée Narango (Conservation Scientist), Michael T. Hallworth (Conservation and Data Scientist), and Jim Goetz (Caribbean Coordinator). The position also includes opportunities to train and supervise interns,

seasonal technicians, and volunteers. Training will be provided for all data collection techniques. Opportunities to gain exposure to other research projects are possible.

Responsibilities
Data collection and maintenance (70%), data entry and field logistics (20%), outreach (10%)

Minimum Qualifications

- Degree in ecology, ornithology, wildlife ecology, or a related field.
- A proven ability to learn quickly.
- Experience with avian field work that includes mist-netting and banding.
- Advanced banding experience, including demonstrated ability to work independently, manage banding teams, and/or train interns or volunteers.
- Experience target netting birds and collecting biological samples
- Valid driver's license and safe driving history.
- Willingness to work in a variety of conditions, including hot, sunny weather or light rain.
- Ability to traverse uneven or mountainous terrain.
- Must be comfortable working independently and with a team
- Must have good communication and organization skills.

Preferred Qualifications.

- Advanced degree in ecology, ornithology, wildlife ecology, or a related field (M.S. or higher)
- Experience collecting and processing acoustic data
- Experience with R or another programming language
- Experience in spatial and statistical data analysis
- Intermediate Spanish or higher
- Experience with motus stations or deploying motus tags

Compensation
$22-24/hour depending on experience. Seasonal, nonexempt. The work schedule will require flexibility in the event of inclement weather or travel, but will be no more than 40 hours/week.

Start and end dates are flexible and negotiable for the right candidate. A personal vehicle is required, with work related mileage reimbursed at the federal rate. Travel and lodging will be provided for all remote field work. Local field work will take place primarily in Stowe, VT, Burlington, VT, and near our office in Norwich, VT. Candidates should plan to live in an area that is convenient to one or more of these locations and be willing to commute when required. The project manager will be expected to work in the office when not in the field.

Within this position, there will be opportunities to learn new field, lab, and analytical techniques as a core member of the Avian Ecology science team. There will also be opportunities to lead or

contribute to scientific publications of interest. This is an excellent opportunity for a Post-bac or Post-M.S. graduate who is interested in eventually pursuing a PhD or a career in avian ecology and conservation.

To Apply.

Please send your cover letter, resume, and two references as a **single PDF document** named "Last Name First Name Avian Ecology Project Manager" to dnarango@vtecostudies.org. Please include in your cover letter how you meet the qualifications, why you're interested in the position and where you found this posting. **Please also include specific numbers for your bird handling experience (# banded, # bled, # tagged), and your experience with statistical, acoustic, or spatial analyses.** Applications will be reviewed as they are received, and the position will be filled when a suitable applicant is found. The deadline to apply is December 15, 2026.