

## **Position Description**

### **Assistant/Associate Research Biologist Archbold Biological Station**

**To oversee avian ecology research and monitoring activities at Avon Park Air Force Range and the Sentinel Landscape.**

**Reports to the Executive Director, Archbold Biological Station (for 1-2 years after appointment) and after successful establishment, will then report to the Program Director of Avian Ecology at Archbold Biological Station.**

[Archbold Biological Station](#) (Venus, Florida, USA) seeks an accomplished scientist to be hired at the level of Assistant or Associate Research Biologist. This position is funded through a renewable five year (2022-2027) cooperative agreement with the U.S. Fish and Wildlife Services (USFWS) and grant awards from the Strategic Environmental Research and Development Program (SERDP) through University of Central Florida, with competitive salary and benefits. Anticipated start date is January-February 2024.

Archbold owns and manages nearly 20,000 acres of diverse habitats serving as natural laboratories in the Headwaters of the Everglades watershed. Archbold scientists have extensive collaborations with conservationists and land managers regionally and statewide, and applied interests in conservation and land management.

Archbold researchers have been monitoring, studying, and conserving endangered bird species at the Avon Park Air Force Range (APA FR) since 1993, with the focus on federally threatened and endangered species primarily the Florida Grasshopper Sparrow, Florida Scrub-Jay, and Red-cockaded Woodpecker. The projects conduct demographic and habitat monitoring and applied conservation to improve habitat and population management for Avon Park Air Force Range ([learn more](#)), a 106,000-acre military installation that protects some of the best examples of native habitats in the region, and across the Avon Park Air Force Range Sentinel Landscape ([learn more](#)) including the DeLuca Preserve ([learn more](#)), a 27,000-acre working cattle ranch owned and managed by the University of Florida under an conservation easement held by Ducks Unlimited. Archbold's long-term expertise in scientific solutions for and management practices, including prescribed fire, and habitat restoration, provides a rich framework for experimental applied research.

For more information about our program see our lab website:

<https://www.archbold-station.org/programs/conservation-of-military-landscapes/>

The primary goal of this position is to lead high-quality monitoring and research in avian conservation ecology to meet Archbold's contractual obligations to federal funding and land management agencies, specifically the US Department of Defense and US Fish and Wildlife Service. The Assistant or Associate Research Biologist will lead avian ecology research at Avon Park Air Force Range and related work in the surrounding APA FR Sentinel Landscape. The

Assistant or Associate Research Biologist will oversee a team of four full-time and eight seasonal research assistants for conducting this research. The Assistant or Associate Research Biologist will be responsible for all grant administration and management, including reporting, and award deliverables that are part of Archbold's cooperative agreement with USFWS and for the SERDP grant subaward and new grant submittals or negotiations. This person will also be expected to coordinate regularly with 'on-the-ground' APAFR DOD and USFWS staff. They will ensure compliance with all necessary permitting, and collaborate with visiting students and long-term scientists. The Assistant or Associate Research Biologist will bring their own expertise and interests such as demographic modelling, movement ecology, behavioral ecology, and is encouraged to leverage the three decades of data on Red-cockaded Woodpeckers, Florida Scrub-Jays, and Florida Grasshopper Sparrows from APAFR into their research.

Although operating out of office space at APAFR (50 minutes from Archbold) the Assistant or Associate Research Biologist benefits from core support in the form of data management, advanced GIS lab, UAV drone for research, advanced network communications, as well as the access to a full range of high-quality field station facilities, natural history collections, and basic laboratory infrastructure.

The Assistant or Associate Research Biologist will work within Archbold's Avian Ecology Program and is encouraged to collaborate with the other Archbold Program Directors allowing many opportunities for internal cross-disciplinary collaboration such as landscape level, multidisciplinary, and 'big picture' research. As an Assistant or Associate Research Biologist they will also coordinate with program directors of Conservation, Education, and Data and Technology. Their research will contribute to Archbold's four primary pillars integrating peer-reviewed science with local, regional, and global conservation priorities: (1) saving the rarest of the rare; (2) addressing climate change; (3) connecting landscapes and corridors, and (4) sustaining grasslands, ranches and working lands.

For the initial 1-2 years, given the number of federal grant responsibilities and grant administration, the Assistant or Associate Research Biologist will be housed in the Avian Ecology Program but will report to the Executive Director. Collaboration with the Program Director of Avian Ecology is encouraged. With increasing grant experience, reporting for this Assistant or Associate Research Biologist will be transferred to the Program Director of Avian Ecology,

The successful candidate will contribute to Archbold's goals of fostering human diversity, equity, and inclusive opportunities for all.

## **Archbold Biological Station**

Archbold manages ~20,000 acres of natural laboratories: 1) the main Station is a 5,200-acre pristine Florida scrub preserve, 2) the Archbold Reserve is a diverse 3,600-acre landscape of grazing land and restored habitats, 3) Archbold's Buck Island Ranch is a 10,500-acre working cattle ranch and 4) Archbold is housed in a satellite office at the main headquarters at APAFR.

Archbold is a top tier, independent ecological research station located in a rural area of south-central Florida, about two hours from either coast and major cities such as Orlando, Tampa, and Miami. Archbold has a strong tradition of organismal field biology, long-term data collection, fire ecology, conservation, education, and outreach. Archbold is also notable for strong collaborative connections with outside scientists, conservationists, and land managers. Archbold greatly values our 30-year relationship with the APAFR and its strong impacts on conservation outcomes. Our robust visiting investigator culture, seminar series, and participation in networks additional ways of leveraging science and enhancing engagement with the broader scientific community to increase productivity and impact.

### **Required Qualifications:**

PhD in avian ecology, evolution, behavior, or a related field. Dedication towards conducting organismal, field-based research and monitoring in avian ecology.

Experience of field work during the breeding season with threatened or endangered birds is desirable but not required. Broad banding experience is a plus.

Post-doctoral research experience.

Demonstrated ability to conduct high-quality research as shown by peer-reviewed publications.

Experience with research/ monitoring that interfaces with conservation land management (e.g., translocations, captive breeding, prescribed fire, habitat restoration) and working with land management agencies.

Experience of recruiting and managing large (4-8 individuals) field crews. Proven effectiveness in training and mentoring staff.

Grants: success in obtaining external funding/grants, experience of management of multiple grants, including federal grants.

Experience with conducting statistical analyses and writing technical reports for funding and governmental agencies.

Enthusiasm about collaborative research and synthesis projects.

Ability to take advantage of legacy data collected at Avon Park Air Force Range

Enthusiasm about interacting with visiting scientists.

Qualifications allowing candidate to work in the United States

Experience working at a biological station, other field research site, or similar setting is desirable but not required.

## **Required Application Materials:**

- Cover letter (maximum 2 pages) describing research experience and interests, emphasizing the nexus with the requirements of this position.
- CV or resumé
- Names and contact information for three references

## **Details**

Send required materials in a single pdf file to [hr@archbold-station.org](mailto:hr@archbold-station.org) by December 29, 2023.

Candidates should be prepared for either virtual/remote and/or in-person interviews.

Visit [www.archbold-station.org](http://www.archbold-station.org) for more information on our organization

*Archbold Expeditions Inc. is committed to integrating diversity, equity, and inclusion principles into our organization. Archbold does not discriminate on the basis of race, gender identity, sex, sexual orientation, marital status, age, ability, ethnicity, political ideology, religion, national origin, and all other classifications protected by federal, state, or local law.*

*Archbold Expeditions Inc. is an equal opportunity employer and encourages applications from members of underrepresented groups.*

## **Anonymous demographic survey:**

*We ask all applicants to fill out [this anonymous survey](#) to help us track long-term trends in the demographics of applicants. Your responses will not be associated with your application or shared with hiring managers.*

- *Questions include those about race, age, ability, education, gender, and sexual identity*
- *All questions are optional.*
- *The survey is confidential. None of the information will be shared.*
- *These data are aggregated annually by Human Resources.*

This Position Description is also posted at [Careers at Archbold | Archbold Biological Station \(archbold-station.org\)](#)