

NPCA POSITION DESCRIPTION (2018)

Date: June 2018

Position Title: Wildlife Research Fellow, SERO

Grade: 1

Job Status: Temporary Full Time (2-year position)

FLSA: Exempt

Department: Regional Programs (SERO)

Location: Asheville, NC

Incumbent / New Position: New Position

Primary Purpose of the Position: Advance our Pigeon River Gorge Wildlife Connectivity Project focused on the landscape surrounding Great Smoky Mountains National Park (GRSM). This position provides essential capacity for our wildlife project, and entails deploying and managing our camera traps in the field, collecting mortality data, managing the data generated by our camera project, and assisting with map production and management of geospatial data. The position will focus primarily on landscape level conservation initiatives. NPCA is seeking a candidate with field experience and an ability to communicate our project goals and outcomes to a wide variety of audiences.

Essential Functions:

% of Time

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| • Coordinate field work associated with our wildlife connectivity project | 30% |
| • Manage project data | 20% |
| • Facilitate GIS resources for project | 10% |
| • Perform community-based outreach | 10% |
| • Assist with other wildlife related projects, as needed | 30% |

Total 100%

Other: Participates in developing department goals, objectives, and systems. Participates in administrative staff meetings, organization-wide meetings, staff committee meetings, training programs, and attends other meetings and seminars as designated by the supervisor. Assists in evaluation of reports, decisions, and results of department in relation to established goals. This job description in no way states or implies that these are the only duties to be performed by the employee in this position.

Minimum Work Schedule: 37.5 hours per week. Flexible work schedule.

Minimum Scope of Position: Interacts with NPCA staff at all levels in all departments, with strong connectivity to NPCA's Conservation Programs. Develops relationships with project partners, consultants, academic and government researchers, and research staff with other conservation organizations. Finds creative ways to increase GIS capacity at NPCA.

Minimum Qualifications, Competencies, Skills, Education, and Traits:

The ideal candidate will have:

- Experience designing camera trapping protocols for a landscape level project
- Valid driver's license, and high clearance vehicle.
- Proficiency with deploying and maintaining camera traps in the field.
- Demonstrated ability to work outside in a backcountry environment.
- Demonstrated ability to utilize a map, compass and GPS to navigate outdoors in a backcountry environment.
- Experience managing a large library of images.
- Functional knowledge of Esri ArcGIS and experience with ArcGIS On-line (Story Maps).
- The ability to work well with others (individual students, interns, and scientists) and in team settings.
- The ability to communicate effectively by presenting technical information in front of various non-technical audiences.
- Demonstrated ability to work well under time constraints, meet deadlines, and organize tasks.
- Passion toward protecting the environment.
- Bachelors' degree preferred

Core Values

All staff members of NPCA must live, honor, and own the organization's Core Values:

1. **Commitment** We are passionate about NPCA and dedicated to our work and mission. We seek to do our jobs effectively by taking opportunities for professional and personal development and encouraging reasonable risk-taking and innovation.
2. **Inclusion** We value diversity of thought, background, experience and opinion. We create a culture of empowerment by welcoming and encouraging meaningful participation from all people and by promoting an environment that embraces different perspectives.
3. **Integrity** We hold ourselves accountable to each other, our members and partners, and our mission. We evaluate the impact of our work and strive for honesty and transparency across the organization. We operate ethically in the organization's best interests.
4. **Respect** We collaborate in results-oriented teams based on trust and consideration for each other. We promote harmony between our work and our personal lives. We foster a healthy and positive workplace culture and work collaboratively with external partners.

Physical Effort and Dexterity: While performing the duties of this job, the employee is typically required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; talk or hear. The employee may lift and/or move up to 25 pounds. Specific vision abilities required by the job may include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

NPCA is committed to diversity among its employees and hiring practices. All qualified applicants are encouraged to apply.

Physical Environment: Typical office setting; cube (60%), undeveloped backcountry setting (40%)

Employer's Rights: NPCA reserves the right to revise this position description at any time. The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. The job description does not constitute an employment agreement between the NPCA and employee and is subject to change by the NPCA as the needs of the NPCA and requirements of the job change. The above is in no way an exhaustive list of the requirements for the position.