

## **American Bird Conservancy**

### **Private Lands Wildlife Forester**

**Title:** Private Lands Wildlife Forester

**Supervisor:** Appalachian Mountains Joint Venture Coordinator

**Location:** Franklin or Petersburg, WV

**Salary:** Estimated at \$57,165\*; Based on experience

**Term of Position:** Approx. February 15, 2026 to December 31, 2029; This position is supported through outside funding commitments and is subject to periodic reviews to confirm the continuation of funding. The role may include collaboration with our Development team to help ensure sustained support; however, ongoing employment is contingent upon the availability of grant funding and partner commitments

**Application Deadline:** Rolling, applications reviewed as received through **January 30, 2026**

#### **Position Summary:**

This is a full-time limited term position with American Bird Conservancy (ABC). American Bird Conservancy is a fast-growing, results-focused nonprofit seeking employees with an entrepreneurial spirit and a desire to make a difference for birds and their habitats throughout the Americas. Inspired by the wonder of birds, ABC achieves lasting results for the bird species most in need while also benefiting human communities, biodiversity, and the planet's fragile climate.

American Bird Conservancy (ABC) is seeking to fill one Private Lands Wildlife Forester position in eastern West Virginia to work effectively with private forest landowners and local partners in West Virginia to implement sustainable forest management on private lands following ecologically based silviculture and best management practices for locally occurring priority wildlife species.

The wildlife forester will be part of a multi-disciplinary team of biologists, foresters, soil conservationists, and others working across West Virginia to address resource concerns and enhance forests on non-industrial private forestland. This project is being coordinated by Appalachian Mountains Joint Venture (AMJV) staff, who are employees of ABC. Supervision, daily direction, training, and support will be provided by AMJV and USDA Natural Resources Conservation Service (NRCS) staff. The field foresters and associated activities are supported with funds from NRCS and ABC.

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#### **Contact**

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#### **Address**

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**P.O. Box 249, The Plains, VA 20198**  
physical address for deliveries:  
**8255 E. Main Street, Suites D & E,  
Marshall, VA 20115**

### **Primary Duties:**

- Work with AMJV staff, NRCS, WV Division of Forestry, WV Division of Natural Resources, and other partners to:
  1. Promote forest management for priority wildlife species identified in the WV State Wildlife Action Plan by following best management practices.
  2. Identify and directly contact private landowners with forest management opportunities.
  3. Conduct site visits to private forest owners and provide technical assistance including the development of conservation plans.
  4. Work with NRCS staff to facilitate private landowner enrollment in NRCS programs.
  5. Identify additional landowners and future sites for forest implementation or habitat restoration on private lands.
  6. Complete all aspects of forest habitat management including:
    - Layout and mark boundaries of project area(s).
    - Survey project area boundaries and roads using GPS unit, then use collected data produce necessary maps using computer programs.
    - Collect and use data to prepare the following preparation documents:
      - a) Conduct forest inventory using industry software as needed
      - b) Prescription Narrative
      - c) Evaluate potential impacts to sensitive species
    - Apply the silvicultural prescription through timber marking.
    - Meet with prospective contractors to tour the project area(s).
    - Oversee the project implementation to ensure prescriptions are followed
    - Recommend and implement practices to control invasive and problematic species

### **Other duties will include:**

- Promote young forest management following the Golden-winged Warbler Best Management Practices to private landowners as part of the NRCS Working Lands for Wildlife program.
- Promote forest management following the Cerulean Warbler Forest Management Guidelines to private landowners, foresters and wildlife habitat practitioners
- Monitor and track project activities using an electronic database and GIS to ensure proper reporting for assessing success, and possibly assist with focal species monitoring pre- and post-treatment.
- Assist resource professionals with development of site specific forest and grassland management plans according to NRCS practice standards and focal species' best management practices.
- Communicate with, and provide technical assistance to, private landowners as well as local, state and federal agencies on implementation of best management practices for focal wildlife species.



- Complete trainings to pursue NRCS conservation planner certification and job approval authority.
- Participate in relevant partner meetings at the state or regional level.
- Complete any NRCS required trainings to maintain access to NRCS systems.
- Write and submit quarterly and annual reports to AMJV and ABC.

### **Position Requirements:**

1. Graduation from an associate's degree program in forestry (e.g., forest management, urban forestry, forest science, agroforestry), wildlife (wildlife conservation, wildlife management, wildlife science) or similar conservation-related field, and two years of technical forestry and/or wildlife management experience;
2. or graduation from a bachelor's or master's degree program in forestry (e.g., forest management, urban forestry, forest science, agroforestry), wildlife (wildlife conservation, wildlife management, wildlife science) or similar conservation-related field.
3. Authorized to work in the US or Permanent Resident
4. Background screening required
5. All remote and hybrid employees are required to have a stable and high-speed internet service provider in place prior to beginning work for ABC. Our distributed work force relies heavily on cloud technologies, Zoom, and other automations to successfully complete our day to day work. The ideal speeds are 30-40 Mbps for downloads and 10-15 Mbps for uploads.
  - a. You may be required to use your personal cell phone to access ABC systems remotely.

### **Required Experience:**

6. Accurately identify tree species across age classes (i.e., sapling to mature) and seasons (winter, summer, etc.).
7. A valid driver's license and experience navigating a vehicle on unpaved roads or in off-road conditions.
8. Knowledge of NRCS landowner cost-share programs, especially EQIP.
9. Experience working with private landowners as well as public agencies (ex. NRCS, WV DNR, USFWS, USDA Forest Service)
10. Knowledge of landowner incentive programs (e.g., Farm Bill).

### **Preferred Experience:**

11. Preference will be given to applicants who are or are able to become licensed foresters in the State of West Virginia. (<http://www.wvlicensingboards.com/foresters/index.cfm>)
12. Ability to use Excel, ArcMAP, Google Maps, and other computer mapping systems to identify and delineate project boundaries.



13. Proven ability to manage multiple projects, produce effective results and meet deadlines.  
Applicant must be self-motivated, responsible and have the ability to solve problems.
14. Ability to navigate in remote areas using GPS and/or maps

### **Benefits:**

American Bird Conservancy fosters a mission-driven, collaborative, and supportive workplace where staff are respected, empowered, and connected by a shared purpose. ABC offers strong benefits, a 35-hour work week, generous leave policies, and flexible, remote-friendly work arrangements that support a healthy work-life balance.

- Excellent benefits package includes medical, dental, flexible spending accounts, and employer-matched retirement savings, flexible schedule, etc.
- Paid vacation days (starting at 15 days annually and increasing to 20 days after 1 year of employment), paid holidays (including both US holidays and additional ABC holidays) and sick leave.
- Lodging, meals, and transportation covered for work-related travel away from home where applicable.
- Rental vehicle or personal mileage reimbursement where applicable.

### **To Apply:**

Please apply online at [Paylocity](#).

If you have any difficulties uploading your resume and cover letter, then please send them as ONE document to [HR@abcbirds.org](mailto:HR@abcbirds.org)

*\* ABC aligns our compensation with local market rates to ensure internal equity and fairness across our distributed workforce.*

*At American Bird Conservancy, we believe that a diversity of backgrounds, perspectives, and skills makes us more effective. We are committed to creating a respectful and inclusive work environment for all of our employees.*

*As an equal opportunity employer, ABC is committed to ensuring that employees and applicants for employment have equal opportunities regardless of race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, or any other factor unrelated to the requirements of the position.*



