



American Bird Conservancy Southeast Regional Director

Title: Southeast Regional Director
Supervisor: Vice President, U.S. and Canada Operations
Location: Southeastern City, Flexible
Employment Type: Full-time
Salary: \$120,000 yearly; depending on experience

Position Summary:

The mission of American Bird Conservancy (ABC) is to conserve birds and their habitats – the places birds need to thrive – across the Americas. We are a growing group of 125+ dedicated staff, located across the United States and with a network of partners from Canada to Chile. Each year, we grow in budget and staff, and we deliver more results aimed at preventing bird species extinctions and reversing declines that are reducing populations of nearly all bird groups. Our work is guided by our principles, which include a commitment to Justice, Equity, Diversity, and Inclusion (JEDI).

The Southeast Region generally extends from Virginia south to Florida across the Gulf Coastal states to eastern Texas and across Arkansas, Tennessee, and Kentucky. —The Southeast Regional Director (RD) is responsible for leading and/or coordinating ABC conservation programs and projects for priority bird species in major ecosystems across the Southeastern U.S. including Bottomland Hardwood, Longleaf and other open Pine, Upland Hardwood and mixed forests, and sustainably managed working forests; Eastern Grasslands, Glades and Barrens; and Coastal Habitats including beaches and dunes, marshes and other wetlands, maritime forests and other coastal forests such as oak motts and cheniers.

The position is responsible for building high level relationships with public and private partners and conservation stakeholders, supporting established partnerships such as Migratory Bird Habitat Joint Ventures, fundraising, program planning and management including budget, supervision, and reporting, and communicating effectively about needs and accomplishments. National and regional level duties include but are not limited to liaison with Partners in Flight Eastern Working Group, Southeastern Association of Fish and Wildlife Agencies, Sustainable Forestry Initiative, National Council for Air and Stream Improvement, coordination with U.S. Fish and Wildlife Service regarding Joint Ventures, and Atlantic and Mississippi Flyway Nongame Technical Sections. The Southeast RD supervises ABC staff in the multiple Migratory Bird Habitat Joint Ventures, Gulf Coast Conservation



Program, Southeast Sustainable Forestry, and other full time and/or contract positions as needed and as funding is available.

The RD will also help oversee grants and agreements in the region. This position works closely as part of ABC's Regional Team that includes the Great Lakes, Central, Southwest, and Northwest in the U.S, and Central and Latin America and Caribbean Regional Directors. The RD also works closely with other ABC programs including Communications, Policy and Advocacy, Threats, Development and Finance.

The position requires knowledge of and experience with Southeastern U.S. habitats and species, conservation agencies and organizations, and conservation partnerships. The RD maintains a great deal of contact, in person and by telephone and correspondence, with the public, government agencies, companies, landowners, and potential and existing donors.

This work requires initiative, innovation, excellent supervisory skills, excellent communication skills, experience in getting on-the-ground results for bird conservation, strong selling and writing skills, ability to manage multiple projects and responsibilities, ability to work independently and as part of a team, and attention to detail. The RD must be articulate and responsive in representing ABC internally as well as with partners and others within the bird and broader conservation community.

Primary Duties:

1. Lead efforts to develop and implement priority bird conservation programs and projects in the Southeastern U.S. and support corresponding conservation efforts to meet needs during migration and winter, particular relevant to finding solutions to the 3 Billion Bird loss.
2. Develop and implement ABC's BirdScapes conservation initiatives in the region with coordination across regions to address range-wide species needs.
3. Supervise ABC staff and contract positions in the Southeast Region, including supporting, training, mentoring, developing work plans, and regular contact to support employee development, assess progress against goals, and recognize accomplishments.
4. Assist with identifying and raising funds from regional funding sources for the program in coordination with the Development Division.
5. Develop excellent working relationships with major conservation stakeholders and funders in the Southeast Region including federal and state agencies, corporations, private landowners, universities, and conservation organizations to advance bird conservation.
6. Develop annual plans and budgets for the Southeast Region as part of ABC's annual planning process. Work with Finance and Development Divisions throughout the year to manage spending and meet capacity needs.
7. Provide regular content on Southeast Region bird conservation initiatives, progress, and accomplishments to ABC's Communication team for use on our website, social media,

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publications and press releases.

8. Work with ABC Advocacy and Threats teams to monitor policy and threats in the region and work with the team to support ABC's initiatives.
9. Applicants must be a U.S. Citizen, or Permanent Resident
10. Background screening required

Other duties as assigned.

Position Requirements:

1. A master's degree preferred or a bachelor's degree with at least seven years work experience in wildlife conservation, conservation biology, forestry and wildlife, habitat management and restoration, natural resources conservation and management, or other appropriate combination of education and experience.
2. Ability to work independently and with teams, efficiently, accurately, and keep deadlines.
3. Ability to work with a wide range of people at all levels.
4. Exceptional selling, communications, and problem-solving skills, in person and in writing.
5. Demonstrated ability to strategically plan annual and long-term programmatic goals and develop budgets to support achieving those goals.
6. Willingness to travel.
7. Willingness and ability to work outdoors, sometimes for extended periods under challenging environmental conditions including heat, humidity, remoteness, and insects.

Benefits:

- 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.
- 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

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.