

American Bird Conservancy

Wildlife Monitoring Biologist

Title: Wildlife Monitoring Biologist

Supervisor: Science Integration Coordinator – Appalachian Mountains Joint Venture

Location: Blacksburg, VA (Central Appalachia)

Job Type: Full-time Two-Year Term Position

Salary: Estimated at \$50,000*; Based on experience

Term of Position: January 2026 to December 2027; 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: November 15, 2025

Position Summary:

This is a limited term full-time 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 is seeking to hire an avian biologist to manage and implement a large-scale forest wildlife monitoring project on private lands throughout central Appalachia, including West Virginia, southwestern Virginia, and eastern Kentucky.

The biologist will be part of a multi-disciplinary team of biologists and foresters working across the central Appalachian region to better understand the response of birds (and other taxa) to a range of forest management practices and easement programs. This project is being coordinated by Appalachian Mountains Joint Venture staff, who are employees of ABC. Supervision, daily direction, training, and support will be provided by the AMJV and their partner organizations.

Contact

abcbirds.org
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Address

regular, registered, or certified mail:
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 and partner organizations to plan and implement a mixed-methods approach to wildlife monitoring on private lands across the central Appalachian region, which will include

- Working with partner organizations to identify, recruit, and in some cases, train private landowners to participate in the program.
- Coordination of bioacoustics recorders on private properties, including working one-on-one with local biologists, partner organization staff, and landowners.
- Coordination of camera trap station deployment.
- Data management of traditional survey data, bioacoustics data, and camera trap data.
- Analysis of survey data, including bioacoustics data processing and analysis.
- Conduct traditional bird surveys using point count methods.
- Prepare regular reports and other correspondence on project results/outcomes for landowners, as well as project sponsors.
- Assist AMJV staff (including supervisor) in development of outreach and training materials applicable to a range of audiences including land managers, habitat delivery specialists, landowners, etc.
- Write and submit quarterly and annual reports to AMJV and ABC.

Position Requirements:

1. Preferred - Graduation from a master's degree program in wildlife (wildlife conservation, wildlife management, wildlife biology, etc.) or similar conservation-related field. Applicants with a bachelor's degree in the same field will be considered if they also have 3-5 years of practical field experience in wildlife monitoring, especially bioacoustics data collection and analysis.
2. Knowledge of wildlife monitoring techniques with preference given for bioacoustics experience.
3. Expertise in identification of eastern bird species by sight and sound, especially forest songbirds.
4. A working knowledge of wildlife, wildlife habitat, ecology, and wildlife conservation practices.
5. Experience deploying and maintaining automated recording units (ARUs).
6. Experience processing bird acoustic data with software tools.
7. Ability to use Excel, R, ArcMap and other computer mapping systems.
8. Ability to work independently in remote, rural areas.
9. Excellent interpersonal and communication skills.



10. Proven ability to manage multiple projects, produce effective results and meet deadlines.
Applicants must be self-motivated, responsible and an independent problem solver.
11. Must be ≥ 18 years old
12. 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.
13. Authorized to work in the US or Permanent Resident
14. Background screening required

Additional Desired Qualifications:

- Experience conducting multi-species bird surveys.
- Interest or experience in batch processing recordings using a local server or cloud service.
- Experience working with private landowners.
- Experience with collecting data using eBird or Survey123 is preferred but not required.
- Enthusiasm for integrating into a friendly, collaborative team.
- Valid driver's license and experience navigating a vehicle on unpaved roads or in off-road conditions.
- Preferred: dependable vehicle that can access unpaved roads.

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

** American Bird Conservancy (ABC) is committed to promoting fairness and equity in all partnerships. We collaborate with external partners to advocate for competitive and equitable funding rates in future agreements.*

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.

