

Position: Avian Field Technician – IMBCR Surveys

Employer: MTM Environmental, LLC

Location: California and Nevada

Project Duration: May through July 2025

About Us:

MTM Environmental, LLC is a Certified Woman-Owned Small Business (“WOSB”) environmental consulting firm providing a wide range of ecological services for private landowners, land managers, entities, and organizations, such as wildlife surveys, stream sampling, vegetation surveys, environmental DNA sampling, land management planning, conservation easement and baseline documentation reports, mapping, wetland delineations, environmental site assessments, and drone imagery operations, among others. Since our launch in 2021, we have completed numerous projects across the Southeast, Midwest, and Western U.S.

Job Description:

We are seeking avian field technicians to conduct point-count surveys for breeding birds of multiple species on public and private lands across the state of Nevada and parts of central and northern California, following the Integrated Monitoring in Bird Conservation Regions (“IMBCR”) protocol. This position will contribute to a large-scale study of breeding bird ecology across Nevada and California and will support avian conservation efforts on federally managed lands. Compensation begins at \$18/hour, based on experience and skill level. Work consists of a flexible variable work schedule and is largely determined on survey completion rate and weather.

This position requires individuals who are comfortable working independently in remote environments, possess strong bird identification skills (by sight and sound), and have strong field navigation and data collection skills, physical and mental capabilities to hike off trail up to 10 miles/day often in hot temperatures, and willingness to car camp often in remote areas with no cell service or facilities.

MTM will provide pertinent training, survey equipment (if needed), and safety gear (e.g., SPOT X satellite communication safety device, bear spray, first-aid kit, etc.) to technicians at the beginning of the season, before beginning fieldwork.

Responsibilities:

- Conduct point count surveys for all bird species observed by sight and sound using standardized IMBCR protocols (provided).
- Identify all mammal species observed during surveys.
- Conduct surveys each morning before sunrise and end by midday.

- Hike long distances off trail in steep rugged terrain on a regular basis, often in hot temperatures.
- Car camp daily, often without cell service or facilities.
- Occasional one-night backpacking camping in remote roadless/wilderness areas.
- Evaluate and characterize avian habitats, noting dominant vegetation types, topography, weather, and other environmental conditions.
- Accurately record and document field data, ensuring precision and attention to detail, following survey protocols.
- Utilize GPS and other technology for navigating to survey sites, surveying plots/transects, and recording field data.
- Organize and enter data, update timesheets and worklogs, and research how you'll access survey locations.
- Maintain and troubleshoot field equipment, including optics, GPS devices, cameras, personal computer/tablet, cell phones, and Spot X devices.
- Work collaboratively with other technicians and project leads.
- Give a courtesy call to landowners prior to accessing/surveying private property.
- Communicate effectively and timely with other field staff and project leads to provide updates on fieldwork progress.
- Submit data (datasheets, photos, GPS and GIS data, etc.) and timesheets to project lead on a timely basis, as requested.
- Prioritize safety in all field activities.
- Check in frequently with your project lead and be available and responsive by email/phone.

Required Qualifications:

Ability to identify western US birds by both sight and sound.

Willingness to work and live in remote locations, independently, and/or with a teammate.

Physical and mental capability of hiking off trail in steep rugged terrain up to 10 miles a day, often in hot temperatures, while carrying essential gear and water.

Have great attention to detail and can accurately collect and enter data in the field and on a computer.

Ability to follow instructions and submit timesheets and data timely as requested.

Preferred Qualifications:

Bachelor's degree in biology, ecology, environmental science, or related field.

Prior experience conducting avian point counts, distance sampling and/or research.

Knowledge of western woody plant species and western plant communities.

Affinity for vehicle-based and backcountry camping, at developed and primitive sites.

Wilderness First Aid or similar certification or experience.

Experience using a GPS and navigation apps (such as Avenza, GAIA GPS, OnX Maps, etc.).

Applicants must possess the following items:

Suitable binoculars (8x42 or 10x42 magnification).

Hiking, camping, and backpacking gear (including gear for rain, cold, potable water etc.).

Working laptop/tablet for data entry.

A 4WD/AWD personal vehicle is required. Personal vehicles must be able to handle variable road conditions characteristic of the region, e.g., muddy, sandy, and rocky terrain.

Benefits:

Compensation begins at \$18/hour, based on experience and skill level.

All work-related mileage incurred in execution of responsibilities using a personal vehicle will be reimbursed at the current federal mileage rate.

To Apply:

If you are passionate about bird conservation, and you thrive in challenging field environments, we invite you to apply for this exciting opportunity. Please submit your cover letter addressing your interest and qualifications, your CV or resume, and contact information for three references to Katheryn Albrecht (Katheryn@mtmenvironmentalllc.com).

MTM Environmental, LLC is an equal opportunity employer. We encourage candidates from diverse backgrounds to apply.