



Michigan Nature Association

Protecting Michigan's natural heritage since 1952

2310 Science Parkway, Suite 100
Okemos, MI 48864
866.223.2231

Conservation Scientist

The Michigan Nature Association (MNA) seeks a Conservation Scientist for a new, full-time position. The successful candidate will be someone who has a deep understanding of conservation biology, experience leading practical research with real-world applications and excellent communication skills.

MNA is a statewide, nonprofit conservation organization established in 1952 and based in Okemos, Michigan. We are a nationally accredited land trust (land conservancy) with a mission to protect Michigan's rare, threatened, and endangered species, imperiled natural communities and unique geological features. MNA currently owns and manages 180 nature sanctuaries (totaling 17,000 acres) across Michigan, ranging from the northern U.P.'s Keweenaw Peninsula to the Indiana/Ohio border. Besides land protection, other program areas include active habitat restoration and management, environmental education, and community engagement events and activities. We also are the proud publishers of *Michigan Nature* magazine.

Reporting to the Executive Director, the Conservation Scientist will advance the protection of rare, threatened and endangered species and imperiled natural communities by integrating the best available science into MNA's conservation strategies, programs and practices. Working with MNA's field-based conservation team and public and private partners, the Conservation Scientist will help develop new conservation approaches; address key data gaps; identify conservation priorities through research, planning and analysis; and provide input on improving broader biodiversity conservation policies and practices in Michigan.

Key Responsibilities:

- Provide science support, guidance and context for MNA's conservation team on a variety of field-based projects related to species and habitat conservation
- Strengthen external science capacity supporting MNA by developing a research-oriented mini-grant program for colleges and universities and by maintaining peer-to-peer relationships with external scientists
- Guide interdisciplinary project teams in the strategic use of science and GIS in achieving program goals
- Identify opportunities to grow MNA's science and GIS programs and promote science throughout the organization
- Be the main point of contact and representative for MNA's science work in coalitions and other external groups
- Perform all other related duties as assigned

The Ideal Candidate Will:

- Have a deep understanding of conservation biology as a practical, goal-oriented discipline
- Have experience working with strategic partnerships
- Be an effective communicator and science translator for public or general audiences

- Believe in MNA's mission and the importance of protecting biodiversity
- Be highly motivated to make a difference and advocate for a cause
- Embrace diversity, equity, and inclusion and apply a DEI lens to MNA's conservation work
- Be outgoing, friendly, and positive

Knowledge Skills and Abilities:

- PhD in conservation biology/ecology/environmental science or a related field; 2-3 years of related post-doctoral work preferred
- Strong technology skills, including experience with spatial analysis and data management using ArcGIS
- Have a proven ability to work independently and with partners and teams, both in-person and remote/virtual settings
- Be self-directed with a willingness to take initiative
- Have strong project management skills and experience—from conception to delivery while meeting deadlines
- Have excellent written and verbal communication skills
- Superior organizational skills
- Familiarity with rare, threatened and endangered species conservation strategies
- Proficient in general office software like Microsoft Office, Zoom, Google, etc.

Compensation

This is a full-time, exempt position in a flexible, hybrid work environment (home/office) that may require some evening and weekend work, as well as occasional travel within Michigan and potentially out of state. Compensation is commensurate with experience but is expected to be between \$40,000 and \$50,000. It includes health, dental, and vision insurance benefits (with certain co-pays), life insurance, disability insurance, paid personal time off, and 403(b) savings plan with vested match by MNA.

To Apply:

Resumes and supporting materials accepted until Friday, July 15, 2022 or until the position is filled. Please send resume, cover letter including salary requirements, and three professional references to Garret Johnson, Executive Director, via email only at gjohnson@michigannature.org. Questions about the position may also be sent to that email address. No calls please.

MNA embraces a welcoming, diverse, and inclusive organizational culture as central to our mission of protecting biological diversity; we are rooted in the belief that nature needs everyone and everyone needs nature. We are an Equal Opportunity Employer and it is the policy of MNA that no employee or applicant for employment will be discriminated against based upon age, race, color, creed, religion, sex, sexual orientation, national origin, disability, veteran status, or other protected class or characteristic established under applicable federal, state or local statute or ordinance. Applicants with disabilities may request reasonable accommodation at any point in the employment process.