



TEXAS PARKS AND WILDLIFE DEPARTMENT
invites applications for the position of:

Natural Resources Specialist IV (Invertebrate Biologist)

SALARY: \$5,353.85 Monthly

OPENING DATE: 01/16/19

CLOSING DATE: 01/30/19 11:59 PM

DIVISION: Wildlife

WORK ADDRESS: TPWD Headquarters, 4200 Smith School Road, Austin, TX 78744

HIRING CONTACT: Meredith Longoria, (512) 389-4410

GENERAL DESCRIPTION:

Under the direction of the Nongame and Rare Species Program Leader, this position is responsible for freshwater, subterranean, and terrestrial invertebrates of Texas, including invasive species and their impact on the natural environment. Coordinates with Department field staff, state and federal land managers, private landowners, and others in the formulation of habitat conservation recommendations and other conservation planning projects consistent with implementation of the Texas Conservation Action Plan (TCAP) and the Texas Land and Water Conservation and Recreation Plan. Develops, recommends, and/or reviews policies and incentive programs to address landscape threats and challenges to invertebrates indigenous to Texas as identified in the TCAP. Coordinates with contracted researchers and works with citizen scientists, landowners, and others to conduct inventory, monitoring, research, and habitat enhancement activities for invertebrates on private and public lands as assigned. Prepares and reviews contracts, technical and popular articles, and management brochures/bulletins. Reviews research proposals and manages projects using grant funds from Section 6, State Wildlife Grants, Conservation License Plate funds, Landowner Incentive Program, etc. and ensures element occurrence data is entered into the TX Natural Diversity Database. Leads status assessments of rare, threatened and endangered freshwater, subterranean, and terrestrial invertebrates and coordinates conservation planning activities. Develops and maintains highly cooperative relationships with Department regional staff, landscape conservation cooperatives, urban planners, land trusts, and conservation agencies/organizations to ensure that each incorporates TCAP priorities for native invertebrates in management plans or strategic planning documents. Provides training and technical guidance to program staff, field staff, volunteers, and student interns. Actively uses technology, traditional media, social media, and public speaking appearances to disseminate information to all constituents to communicate the value of invertebrate biodiversity and conservation and to build/maintain an extensive conservation network that actively supports invertebrate conservation. Works under minimal supervision with considerable latitude for the use of initiative and independent judgment. Performs additional duties as assigned. Complies with all Agency, Division and Branch rules, regulations and procedures.

JOB POSTING: 19-00314

QUALIFICATION GUIDELINES:

MINIMUM QUALIFICATIONS:

Education:

- Graduation from an accredited college or university with a Bachelor's degree in Wildlife Science, Wildlife Management, Biology, Zoology, Entomology or closely related natural resource field with major coursework in Entomology or Invertebrate Biology.

Experience:

- Five years experience as a professional biologist with a broad background of progressively responsible practical conservation/research experience.

Licensure:

- If driving is required, applicant must possess a valid State driver's license.

ACCEPTABLE SUBSTITUTIONS:**Experience:**

- Graduation from an accredited college or university with a Master's degree in Wildlife Science, Wildlife Management, Biology, Zoology, Entomology or closely related natural resource field with major coursework in Entomology or Invertebrate Biology, may substitute for one year of the required experience;
- Graduation from an accredited college or university with a PhD in Wildlife Science, Wildlife Management, Biology, Zoology, Entomology or closely related natural resource field with major coursework in Entomology or Invertebrate Biology, may substitute for two years of the required experience.

PREFERRED QUALIFICATIONS:**Education:**

- Graduation from an accredited college or university with a Master's degree in Biology, Zoology, or Entomology.

Experience:

- Two years directly related to invertebrate biologist position;
- Experience with native pollinator biology and/or ecology;
- Experience with freshwater, subterranean, and/or terrestrial invertebrates of Texas;
- Experience with invasive species and applied ecological principles.

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of the life history, ecology and management needs of invertebrates indigenous to Texas;
- Knowledge of the Federal and State Endangered Species Acts and techniques for species listed as threatened or endangered;
- Knowledge of natural heritage methodology, the Texas Natural Diversity Database, and data management procedures;
- Knowledge of principles of conservation biology;
- Knowledge of rare and endangered species issues;
- Knowledge of Habitat Conservation Plans (HCP) and other conservation planning strategies for endangered species;
- Knowledge of current communication technology and strategies for delivering conservation messages to the general public;
- Knowledge of the Texas Conservation Action Plan, State Wildlife Grant Program as well as the Landowner Incentive Program;
- Skill in using MS Word, Excel, PowerPoint and Outlook;
- Skill in effective verbal and written communication with the general public, private landowners, land managers, consultants, and other governmental and non-governmental organizations;
- Skill in developing/maintaining highly cooperative relationships with co-workers as well as constituents / partners from all backgrounds, cultures, and educational levels;
- Skill in coordinating with members of the public, elected officials, advisory boards, universities, media representatives, Department personnel, and other governmental

- agencies to find common ground among differing interests / viewpoints and successfully build trust and consensus;
- Skill in developing and executing outreach programs and plans to deliver conservation messages to constituents;
 - Skill in observing and navigating agency culture, chain of command and politics;
 - Skill in directing and evaluating scientific studies and surveys;
 - Skill in using GIS and GPS to collect, manage, and analyze data;
 - Skill in working with databases and data entry;
 - Skill in serving as a liaison to technical work groups such as task forces or interagency groups;
 - Skill in managing projects and preparing contracts;
 - Ability to deal effectively with the public, private landowners, land managers, consultants, other governmental agencies, and non-governmental organizations (NGO);
 - Ability to coordinate scientific studies, surveys, data analysis, and complete scientific and popular reports;
 - Ability to utilize GIS applications or other mapping procedures relating to community and species conservation;
 - Ability to leverage volunteers, citizen scientists, contractors and other non-Department personnel to maximize invertebrate conservation efforts;
 - Ability to prepare and review technical documents concerning the conservation and management of rare, common, and/or nuisance invertebrates;
 - Ability to prioritize workload, meet tight deadlines, and work on multiple projects simultaneously;
 - Ability to function as a team member, as well as lead others as appropriate;
 - Ability to work effectively independently with little or no supervision;
 - Ability to hike to various areas to perform site monitoring, mapping and data collection;
 - Ability to perform manual labor including, lifting supplies and materials up to 50 lbs.;
 - Ability to conduct work activities in accordance with TPWD safety program.

**ADDITIONAL INFORMATION:
WORKING CONDITIONS:**

- Required to work 8:00 a.m. to 5:00 p.m., Monday through Friday;
- Required to work on holidays, weekends, and hours other than 8:00 a.m. to 5:00 p.m. as necessary;
- Required to perform work outdoors, occasionally in adverse weather conditions;
- Required as necessary to hike to various areas to perform site monitoring, mapping and data collection;
- Required to perform manual labor including, lifting supplies and materials up to 50 lbs.;
- May be required to operate a State vehicle;
- Required to travel 25%-50% with possible overnight stays;
- Non-smoking environment in state buildings and vehicles.

ADDITIONAL REQUIREMENTS:

In order to be considered for this position, the following information is required:

- Submittal of a completed online application;
- Work history experience MUST be completed in the online application;
- A scanned copy of official college transcript(s) issued from the registrar must be attached to the online application (if applicable);
- Applicants must attach a DD214 or other supporting documentation to the online application to claim Veterans Preference.

NOTE: Resume and professional references may be attached to the online application, but not in place of the completed application. A skills test may be conducted at time of interview.

Army 72, 92

Navy Meteorology and Oceanography, Restricted Line (Information Dominance)

Coast Guard MST, 790, 72

Marine Corps 68, 88

Air Force 1W, 8E, 9S, 15

http://www.hr.sao.state.tx.us/Compensation/MilitaryCrosswalk/MOSC_NaturalResources.pdf

An Equal Opportunity Employer

APPLICATIONS MAY BE COMPLETED ONLINE AT:

<http://tpwd.texas.gov/jobs/>

4200 Smith School Road
Austin, TX 78744
512-389-4545

Job Posting #19-00314
NATURAL RESOURCES SPECIALIST IV (INVERTEBRATE
BIOLOGIST)
TC

hr@tpwd.texas.gov

Natural Resources Specialist IV (Invertebrate Biologist) Supplemental Questionnaire

- * 1. Which best describes your level of education?
- High School Graduate or GED
 - Some college (less than 29 semester hours)
 - 1-2 years of college (30-59 semester hours)
 - Associate's Degree or at least 2 years of college (60-89 semester hours)
 - 3 years of college (90-119 semester hours)
 - 4 years of college (120 or more semester hours)
 - Bachelor's Degree
 - Master's Degree
 - Doctorate
 - None of the above
- * 2. Is your degree in Wildlife Science, Wildlife Management, Biology, Zoology, Entomology or closely related natural resource field with major coursework in Entomology or Invertebrate Biology?
- Yes
 - No
- * 3. How many years as a professional biologist with a broad background of progressively responsible practical conservation/research experience do you have?
- Less than 1 year
 - at least 1 year but less than 2 years
 - at least 2 years but less than 3 years
 - at least 3 years but less than 4 years
 - at least 4 years but less than 5 years
 - 5 or more years
 - None of the above
- * Required Question