



## *Program Manager - Neotropical Avian Conservation & Research*

### **About Us and the Vision**

At Paso Pacifico, our purpose is to reawaken the connection between people and nature. Since we began in 2005, our ambition has been to build a wildlife corridor across the Pacific slope of Mexico and Central America. Our programs are rooted in on-the-ground actions and sustained by a rising generation. We have planted trees, worked with communities to protect wildlife, set aside core habitats, and built-up youth teams. Over the past 16 years, we have carried out wildlife monitoring programs that have led to on-the-ground conservation through monitoring patrols that simultaneously protect habitat.

Today, we seek to review, scientifically analyze, and report the trends and impact of such programs to the public. Of priority is data related to ten years of seasonal bird monitoring and wetland monitoring carried out in collaboration with scientists at the United States Forest International Institute for Tropical Forestry.

We also seek to analyze other long-term data sets related to flagship species in coordination with scientific collaborations and with our field conservation team members in Central America. Additionally, we aim to ensure that our ongoing monitoring and research efforts meet research standards. Finally, we aim to garner adequate funding to sustain applied research programs through grant funding and international partnerships.

Paso Pacifico is a 501c3 non-profit organization headquartered in Ventura, California. The strength of our international team is with the local community members who carry out monitoring, protection, and environmental education.

### **Your Responsibilities**

The Program Manager in Avian Conservation and Research is a member of the international scientific team reporting directly to the Executive Director and conservationist Dr. Sarah Otterstrom. The Program Manager will be responsible for leading and coordinating with scientific collaborators from the USFS-IITF and other partner organizations such as through Southern Wings and Partners in Flight. The program manager must be familiar with bird conservation networks like Partners in Flight and Joint Ventures, and thus must have the ability to actively participate and serve on committees in such groups. The program manager must be

familiar with monitoring methodologies for purposes such as raptor migration monitoring, bird-banding stations (i.e. MoSI), and radio-tagging (i.e. MOTUS).

The Program Manager will lead the analysis and reporting on the results of our research programs. Additionally, the Program Manager will be responsible for supervising data quality during bird conservation efforts and working with local staff in Central America to organize data sets, collaborate with local NGOs and governments, and provide other training and scientific support for biologists and parabiologists. Finally, the Program Manager will lead efforts to obtain grant and research funding for wildlife and avian conservation programs and will be responsible for technical reporting to funders in these areas.

### **Key Job Functions**

- Develop relevant research questions, review and analyze existing monitoring data
- Work with the leadership team and Board of Directors to develop conservation goals related to resident and migratory birds and plan for leveraging field programs and data sets to advance towards these goals.
- Collaborate to prepare and publish project reports and scientific publications with priority on the USFS-ITFF data set and other migratory bird data sets, including raptor migrations and parrot monitoring data sets.
- Supervise program activities within the wildlife conservation programs, with emphasis on migratory and resident birds
- Ensure that research activities are conducted in a manner that aligns with Paso Pacifico's mission and values of equity and non-discrimination
- Ensure transparency and timely reporting to philanthropy and government funders in coordination with the leadership team at Paso Pacifico
- Conduct site visits in the Central American region to provide capacity building, conduct research, and support team members
- Convene and lead meetings with key partners and stakeholders in research and conservation, particularly the USFS-IITF, partners across the Partners in Flight Western Working Group, and other collaborating scientists and research institutions.

### **Key Qualifications**

Masters or Ph.D. in ecology, statistics, wildlife biology, or ornithology

Bilingual with excellent Spanish and English written and oral communication

Experience managing field research or conservation projects, working with teams and a range of research protocols.

Passion for advancing biodiversity conservation and strong belief in human dignity

Demonstrated ability to manage and analyze data, using R stat and collaborating with statisticians when necessary

Demonstrated skills in effective organizing of teams within and across organizations

Excellent communication skills across a range of stakeholder groups and experience giving oral presentations online and in-person

Experience raising funds through grant writing or by developing relationships with donors

Essential skills and experience with ARC-GIS

Willingness to travel domestically and internationally, with a desire to navigate challenging conditions that include stinging insects, steep terrain, and sun exposure

Vaccination and booster against COVID-19 required

Excellent personal and professional references

### **Compensation**

Initial full-time compensation starts at USD 60,000 per year with opportunities for advancement according to fundraising and job performance. Health insurance is available.

### **Location**

Ventura County, Southern California.

### **To Apply**

Please submit inquiries or applications consisting of a CV or Resume, a cover letter, two professional references, and one personal reference to executive director Sarah Otterstrom at [sarah@pasopacifico.org](mailto:sarah@pasopacifico.org).

### **Employment Type**

Full-time

**Deadline to Apply: July 8<sup>th</sup>, 2022**