



The voice of fish and wildlife agencies

1100 First Street, NE, Suite 825  
Washington, DC 20002  
Phone: 202-838-3474  
Fax: 202-350-9869  
Email: [info@fishwildlife.org](mailto:info@fishwildlife.org)

Position Announcement:

Bird Conservation Program Manager / North American Bird Conservation Initiative (NABCI) Coordinator

The Association of Fish and Wildlife Agencies, founded in 1902, represents North America's fish and wildlife agencies. It promotes sound management and conservation and speaks with a collective voice on important fish and wildlife issues. The Association is a nonprofit, 501(c)(6) trade association. See [www.fishwildlife.org](http://www.fishwildlife.org) for more information.

The Association of Fish & Wildlife Agencies offers an excellent suite of benefits including paid vacation, paid sick leave, a 401k plan with up to a 7% employer contribution, all federal holidays, the ability to work from home two days a week, short- and long-term disability insurance, a supportive culture and a commitment to diversity and inclusion.

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Location:

Washington, D.C., Association staff currently work a 3-2 hybrid schedule (three days in the office per week). All applicants must be able to work from the DC office.

Reports To:

Director of Conservation Initiatives

Job Type:

Exempt/full-time

Position Summary:

The Bird Conservation Program Manager serves as the Association of Fish and Wildlife Agencies (AFWA) lead on bird conservation issues, supports the AFWA Bird Conservation Committee and serves as the coordinator for the US North American Bird Conservation Initiative (NABCI).

Duties:

Staff and support the AFWA Bird Conservation Committee and coordinate NABCI by planning meetings, overseeing communication and outreach, supporting committee leaders and members, overseeing work groups and subcommittees, leading work plan and strategic plan development.

Maintain and regularly communicate with multiple networks of bird conservation leaders and practitioners.

Develop, review, and comment on bird conservation policies.

Communicate with and attend meetings of conservation partnerships such as the National Flyway Council, Partners in Flight, Migratory Bird Joint Ventures, Trilateral Committee, and Wildlife Diversity Program Managers.

Assist with the planning, development, and communication of the State of the Birds Report.



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Participate in AFWA priorities including implementation of its strategic plan, relevancy, diversity-equity-inclusion, and leadership development.

Qualifications:

Knowledge of bird conservation, experience coordinating diverse groups/individuals, strong verbal and written communication skills, ability to work independently and leading and participating on teams; skill to manage multiple projects and meet deadlines. Experience working with a state or federal fish and wildlife agency a plus.

Education: A BS or BA in wildlife management/biology, conservation biology, natural resources management, environmental science, or other field; two or more years of experience in conservation preferred but not required. Equivalent experience will also be considered.

Commitment to Association's values including working in and supporting a diverse and inclusive workplace.

Travel:

~10-25% of time (~6-12 trips outside the immediate work area per year)

Application Process:

Please email CV and cover letter (subject line AFWA BIRD CONSERVATION Program Manager to [mhumpert@fishwildlife.org](mailto:mhumpert@fishwildlife.org)).

Compensation and benefits:

Starting Salary Range: \$75,000 - \$80,000. The Association offers a full suite of benefits including health insurance, a hybrid work environment, life insurance, disability insurance and a 401k with a 6% employer match.

Application Deadline:

January 5, 2023 or until filled.

Equal Opportunity:

The Association provides equal opportunity in all our employment practices. The Association makes employment decisions based on merit, qualifications, abilities, and business needs, without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, marital status, military status or any other category protected by applicable federal, state and local laws.

For more information about the association, please visit: <https://www.fishwildlife.org/>. Our core staff values can be found at: <https://www.fishwildlife.org/landing/afwa-staff-core-values>. The NABCI Strategic Plan can be found here: <https://nabci-us.org/committee/u-s-nabci-strategic-plan>.