



Beaver Conflict Resolution Specialist (Contractor)

About Montana Freshwater Partners

Montana Freshwater Partners is a 501(c)(3) nonprofit based in Livingston, MT with the mission to restore, enhance, and protect Montana's rivers, streams, and wetlands through science-based and innovative solutions that benefit people, communities, and our shared natural environment.

About the Position

Beavers are an integral component of healthy riparian ecosystems, but are often considered a nuisance, due to their tendency to dam culverts and irrigation systems, or cut trees. Montana Freshwater Partners, Defenders of Wildlife (DOW), National Wildlife Federation (NWF), Montana Fish, Wildlife & Parks (FWP), and other partners - AKA the "Beaver Partnership" - are embarking on a project to demonstrate non-lethal conflict resolution methods for beavers in FWP Region 3. We will work with watershed groups, landowners, agency partners, and land trusts.

Our goals are to build greater tolerance for beavers on our landscape, reduce beaver conflicts, and increase awareness through outreach and education. Specifically, we aim to: 1) provide a cost-share and technical assistance program for landowners/land managers who experience beaver-related conflicts; 2) train local partners on how to assess beaver conflict and address them with appropriate mitigation strategies; 3) develop a strong working relationship with Montana Fish Wildlife and Parks (FWP), as a basis for a broader, longer-term beaver conflict resolution program linked to larger scale beaver restoration goals.

The Beaver Partnership seeks to hire a Beaver Conflict Resolution Specialist ("Beaver Specialist") as a seasonal contract employee in 2023. The Beaver Specialist will work under the supervision of Montana Freshwater Partners, and be based out of their office in Livingston, MT.

Scope of Responsibilities

The Beaver Specialist will work to develop tolerance for beaver in FWP Region 3 and promote stream restoration by beaver and low-tech methods where appropriate. This work will include community outreach and education, hosting training events for local partners, and constructing targeted demonstration projects. This work requires specialized knowledge and skills in wildlife conflict resolution, and in techniques for non-lethal beaver management, as well as in building good relationships, credibility, and trust with landowners and key agency partners like MT FWP, USFS, and local government.

The Beaver Specialist will work under the guidance of the Montana Freshwater Partners, Montana, Fish, Wildlife & Parks, Defenders of Wildlife, and the National Wildlife Federation and learn about their goals to restore, enhance and protect Montana's rivers, streams and wetlands while accurately representing their missions in all outreach. As part of a small, high-impact team, the Beaver Specialist plays a significant role delivering on-the-ground conservation results and building an informed, engaged base of constituents who will advocate for and support the cause for healthy watersheds.



Essential Functions

- Assess the beaver nuisance problem in FWP Region 3—scale, characteristics, seasonality, current practices, etc.
- Plan and build demonstration projects for non-lethal beaver nuisance management on properties which can be easily visited on tours or other outreach events.
- Organize at least two training courses for partners and agencies, focusing on assessing beaver conflicts and non-lethal methods to solve beaver nuisance problems
- Develop a cost-share program for beaver conflict mitigation work.
- Submit monthly and annual status reports to partners and granting agencies.
- Submit expense reports and invoices on the first of each month.
- Purchase and maintain equipment and supplies as outlined in the work plan. Perform other duties and responsibilities as requested with a sense of humor and team spirit.
- Project commitment to and professional enthusiasm about the collaborative nature of work to protect and restore Montana watersheds.

Qualifications

The Beaver Specialist will have excellent people skills, be well-organized, be a practical, independent problem-solver, be handy and comfortable with light construction projects, have basic computer skills, have experience in wildlife management or natural resource management, and possess an understanding of riparian/wet meadow restoration practices. A Bachelor's degree in wildlife biology or a related field is desirable, but not required. This is a field and office position requiring physical exertion, efficient navigation in remote rural areas, and often eight or more hours in the field each day, sometimes under adverse weather conditions. The Beaver Specialist will be required to use their own vehicle for fieldwork (compensated at Federal travel rate per mile), and work safely and independently in remote locations around the region.

Statement of Qualifications

Interested applicants shall provide a written Statement of Qualifications to lswartz@freshwaterpartners.org with "Beaver Conflict Resolution Specialist Application" in the subject line. Statement of Qualifications should include:

- A cover letter that describes your interest in this opportunity and relevant experience
- Resume or CV
- Three professional references

Contract will be awarded based on qualifications and experience. Montana Freshwater Partners is committed to a inclusive and welcoming work environment for all employees regardless of race, gender, sexual orientation, and socioeconomic status. We encourage individuals from historically marginalized groups to apply even if you don't have every single qualification listed. The initial term is 5 months (mid April -mid September) at 32 hours per week, up to 640 hours. If additional funding is secured, there is a strong possibility to extend this term or expand scope of work. The hourly rate is \$40 per hour. No benefits are provided with this contractual position. The selected contractor will be required to provide proof of an Independent Contractor Exemption or Worker's Compensation and comply with all Montana and Federal laws. The Contractor must provide their own computer.

Statement of Qualifications review begins on January 2nd and will continue until the right contractor is selected.