

JOB ANNOUNCEMENT: The Xerces Society

JOB TITLE: Pesticide Program Specialist

SCOPE: Under the direction of the Executive Director, the Pesticide Program Specialist will educate farmers, gardeners, land managers, policy makers, and others about the problems with large-scale insecticide use and promote ecologically sustainable options. The Specialist will also work with other Xerces program staff to advocate for policies that better protect native invertebrates in agriculture, urban and suburban areas, streams, wetlands, rangelands, and forests. For more on Xerces pesticide efforts go to: <http://www.xerces.org/pesticides/>

BACKGROUND: The Xerces Society is an international nonprofit organization that protects wildlife through the conservation of invertebrates and their habitat. Butterflies, dragonflies, beetles, worms, starfish, mussels, and crabs are but a few of the millions of invertebrates at the heart of a healthy environment. Invertebrates are essential to the reproduction of most flowering plants, including many fruits, vegetables, and nuts; they are food for birds, fish, and other animals; they build the stunning coral reefs in our oceans. Yet invertebrate populations are often imperiled by human activities and rarely accounted for in mainstream conservation.

Established in 1971, and named after the extinct Xerces blue butterfly, the Xerces Society is at the forefront of invertebrate protection, harnessing the knowledge of scientists and the enthusiasm of local citizens to implement conservation and education programs. We protect endangered species and their habitats, produce ground-breaking publications on insect conservation, train thousands of farmers and land managers to protect and manage habitat for beneficial insects, and raise awareness about the invertebrates of forests, prairies, deserts, creeks, wetlands, and oceans. The Xerces Society is headquartered in Portland, Oregon, with regional offices in California, Nebraska, Minnesota, New Jersey, and North Carolina. We currently have 25 employees and multiple contractors, and an annual budget over \$2,000,000.

MAJOR JOB ACTIVITIES: Working as a team with staff from Xerces' Pollinator Conservation, Aquatic Conservation, and Endangered Species Programs the Pesticide Program Specialist will:

- Translate relevant research findings into reports and outreach materials for non-scientific audiences.
- Work to stop municipalities from using pesticides for cosmetic purposes.
- Work with nurseries, hardware stores, and other businesses to remove neonicotinoid insecticides and neonicotinoid-treated plants from their shelves.
- Educate the public about the problems caused by insecticides and provide rational and effective alternatives.
- Support staff working in Washington, D.C., to press for better regulations on insecticide registration and use.
- Support farmers, city managers, and others in developing and using alternatives to pesticides, and help them reduce pesticide use.
- Support farmers, city managers, and others in implementing rigorous Integrated Pest Management (IPM) plans that address the protection of pollinators and other beneficial insects.
- Work with cities, counties, and residents to implement mosquito management plans that reduce pesticide use in wetlands.
- Work to stop insecticide use on public lands for the control of native grasshoppers.

REQUIRED KNOWLEDGE & SKILLS: The successful candidate for this position will have extensive knowledge and experience in Integrated Pest Management (IPM), conservation biology, ecology, toxicology, or other related fields. He or she must be an effective communicator (both written and verbal) and be capable of coordinating with multiple staff and outside parties to prepare outreach materials for a variety of lay audiences. This is not a research position, although the successful candidate must be able to conduct thorough searches of peer-reviewed scientific literature, read and understand the relevant research findings, and effectively communicate this research to non-scientists.

The position also requires:

- A Bachelors degree (graduate degree strongly preferred) in ecology, conservation biology, integrated pest management, horticulture, entomology, natural resource management, or 3–5 years of experience in conservation science, and/or equivalent combination of education and experience.
- Knowledge of species (especially invertebrates), natural communities, ecosystems, ecological processes, and their conservation needs.
- Ability to interpret, synthesize, and communicate complex scientific information to a range of audiences to influence conservation practice.
- Ability to communicate professionally and effectively with a wide variety of people.
- Ability to manage time and diverse activities under tight deadlines, while delivering high quality results.
- Ability to develop work plans and work independently on assigned tasks.
- Ability to format and/or design professional documents using Word, Publisher, InDesign or other publishing software.
- Working knowledge of common software applications (e.g., Word, Excel, PowerPoint, Web browsers).
- Knowledge of or ability to learn how to use Geographic Information System software.

ADDITIONAL DESIRABLE QUALIFICATIONS

- Strong understanding of pesticides, integrated pest management, and toxicology.
- Understanding of policies related to pesticides at the national, state, and local level.
- A good sense of humor.

TERMS: This is a full time, permanent position, and we are an at will employer. The Xerces Society is an equal opportunity employer committed to workforce diversity.

SALARY: \$32,000 - \$40,000, depending on experience.

BENEFITS: This position includes a generous benefits package: eleven paid holidays, paid time off, medical and disability insurance, an annual public transportation pass, membership in a car share program, option to participate in a cafeteria plan, eight percent of base pay toward a SEP retirement account beginning after one year of employment, and a flexible work environment.

LOCATION: Portland, OR

MORE INFORMATION: For more information on the Xerces Society and our programs, please see our website, www.xerces.org.

APPLICATION: No phone inquiries, please. Individuals interested in this position should email a cover letter, resume, and the names and contact information for three references as a single attachment in MS Word or Adobe PDF. Put “Pesticide Program Specialist” in the subject line of the email and send to:

Katy Gray
kgray@xerces.org

DEADLINE: September 20, 2013.