

**POSITION:** Seasonal Crew Leaders for Caspian Tern Management and Monitoring Project

**COMPANY/BACKGROUND:** Real Time Research, Inc. (RTR) specializes in biological field studies. RTR employees have been conducting fish and wildlife research, monitoring and evaluation studies in the Pacific Northwest for more than 20 years. RTR is seeking self-motivated professionals interested in being part of a research team that is at the forefront of studies aimed at quantifying fish and wildlife survival and behavior in the Columbia River Basin. For additional information about RTR please visit [www.realtimeresearch.com](http://www.realtimeresearch.com).

There are 2 openings for Crew Leaders as part of a Caspian tern management and monitoring project to increase survival of ESA-listed juvenile salmonids from the Columbia River Basin. Current work includes implementation of non-lethal management strategies to dissuade Caspian terns from nesting at historical colony sites on the Columbia River Plateau, on-colony behavioral observations, and ground surveys to determine nesting distribution at unmanaged sites. The project is a continuation of long-term collaboration with researchers from RTR, Oregon State University and the U.S. Geological Survey - Oregon Cooperative Fish and Wildlife Research Unit. For additional project information please visit [www.birdresearchnw.org](http://www.birdresearchnw.org).

**LOCATION:** Othello, Washington and Kennewick, Washington

**DATES:** Full time seasonal positions with anticipated starting date of March 1, 2018. Anticipated ending date is August 15, 2018.

**SALARY:** \$2,800 to 3,000 (DOQ) per month, shared housing and grocery stipend provided.

**DUTIES:** Primary duties for Crew Leaders will be to assist with the implementation and monitoring of an Inland Avian Predation Management Plan using passive and active dissuasion of Caspian tern nesting. Management is being implemented to reduce avian predation on juvenile salmonids in the Columbia River system. Crew Leaders will coordinate field crew activities, implement weekly schedules, relay detailed instructions to crew members, collect data, monitor data collection and adherence to data collection protocols by the field technicians, prepare weekly reports, communicate with field coordinators and principle investigators, and make quick decisions in response to unforeseen or changing situations. Crew Leaders will act as a liaison to property owners or managers and ensure proper care and maintenance of field crew rental housing and manage field expenses (e.g., grocery stipend). Positions require working extended hours, often in suboptimal conditions (wet, cold, windy, or hot), with infrequent and irregular time off. The work is physically strenuous at times and may involve crawling on knees, bending over or stooping, and sitting for long periods of time using binoculars and spotting scopes. Crew leaders will direct the work of field technicians to ensure all duties are performed with a high degree of quality, uniformity, and timeliness. Crew Leaders must work as team members and will be required to live and work in close quarters and in isolated settings. On-site camping may be required during the field season. Crew Leads may be asked to participate in regional aerial surveys of Caspian tern and other piscivorous waterbird colonies. In addition to the duties list above, all employees will also be expected to assist with field site preparation and maintenance, including the installation and maintenance of passive dissuasion materials and observation blinds.

**REQUIREMENTS:** Positions will be employed through a temporary hiring agency. Applicants must possess and maintain a current, valid Driver's License, and will be required to pass a criminal and driving background check.

**PREFERRED QUALIFICATIONS:** Applicants should have a strong interest in avian ecology, fisheries conservation, and feel comfortable working on small boats. Preference will be given to candidates with prior experience supervising field-based avian research and monitoring crews and demonstrated boating experience with current Department of Interior motor boat operator certification (MOCC). Preference will also be given to applicants having work experience conducting wildlife management, seabird studies, and a Bachelor's degree in Wildlife Science or a related field. Experience with desktop and mobile GIS also desirable.

**APPLICATIONS:** A complete application must consist of a SINGLE DOCUMENT (Word or PDF) containing; 1) a one-page cover letter addressing candidate qualifications as they relate to the specific requirements, qualifications, and duties described above, 2) a professional resume, and 3) telephone numbers AND email addresses of three references familiar with the applicant's professional qualifications. Application DOCUMENTS MUST BE NAMED WITH THE FOLLOWING FORMAT; Lastname\_Firstname\_2018\_CRBLead.

**APPLICATION DEADLINE:** January 15, 2018

**SUBMIT TO:** Brad Cramer [brad@realtimeresearch.com](mailto:brad@realtimeresearch.com) with subject line: **2018 CRB Tech**

*\*Real Time Research is an Equal Opportunity Employer and encourages qualified U.S. veterans to apply*