

AQUATIC ZOOLOGIST – Wisconsin DNR

Come join this dedicated team of professionals in this rare opportunity to protect Wisconsin's most vulnerable species!

The Wisconsin Department of Natural Resources (DNR), Bureau of Natural Heritage Conservation (NHC) works to conserve Wisconsin's native plants, animals and their habitats using science, collaborative approaches, and creative strategies. NHC is responsible for managing and providing guidance on hundreds of non-game species throughout Wisconsin, including state and federally protected species and their habitats. The program also manages the country's oldest and largest system of State Natural Areas which protect outstanding examples of Wisconsin's natural communities and overall biodiversity. We are recruiting to fill an Aquatic Zoologist position to work out of our Madison office or any DNR service center within the state determined to be best suited for the bureau's needs, applicant preference, and space availability. Telework may be available for up to 60% of the workweek!

This is an excellent opportunity for a meaningful and rewarding career with the DNR. The DNR excels at protecting and managing natural resources while supporting the economy and the well-being of our residents. We strive to hire, develop, and retain a talented workforce representative of the people of Wisconsin we serve. We are searching for people with diverse backgrounds to join our dynamic and team-oriented environment! Our employees enjoy State of Wisconsin benefits, including excellent health insurance options, a business casual office atmosphere and an exceptional employee assistance program that offers a variety of programs and tools to help promote wellness. We also offer a team-oriented atmosphere and a focus on work-life balance, flexible working schedules for most positions, and the ability to flex hours with supervisor approval. If you have student loans and work full-time in a public service job (like this one!) you may be eligible for the Public Service Loan Forgiveness Program. To learn more about the State of Wisconsin complete compensation package, please visit Employee Trust Fund's Total Rewards Calculator! [Click here](#) to see what working for the State of Wisconsin is all about.

Position Summary

The Aquatic Zoologist is responsible for the design, development, coordination, and implementation of our statewide Natural Heritage Inventory program for native nongame fish, aquatic insect, and freshwater mussel Species of Greatest Conservation Need with a focus on inventory and mapping.

Specific duties include:

Serving as the nongame aquatic species expert for the department.

Leading science-based determinations of the status (rarity and trends) of rare native nongame aquatic wildlife.

Directing and conducting inventory investigations in areas or habitats where information is lacking.

Data collection and analysis to fill biological data gaps.

Mapping and spatial analysis in Geographic Information Systems.

Preparing publications, guidelines, workshops, and policy recommendations for aquatic resource management.

This position requires extensive knowledge of nongame aquatic vertebrates or invertebrates native to Wisconsin and the Upper Midwest and the ability to develop and lead internal and external teams in addressing complex environmental and ecological issues related to native nongame aquatic species and their habitats, including climate change impacts and adaptation.

Salary Information

Starting pay is \$36 – \$39/hour for this position (\$74,880 - \$81,120 annually). Pay on appointment for current or former state employees is based on the State Compensation Plan.

This position is classified as a Conservation Biologist - Advanced in Pay Schedule / Range 15-03. A 12-month probationary period may be required.

Job Details

Occasional travel within the state is required, including frequent travel during non-winter months for fieldwork.

Please see the attached Position Description for all other Physical and Environmental requirement of the job.

The Department of Natural Resources conducts criminal background checks on final applicants prior to job offer. Please note that a criminal charge or conviction on your record will not necessarily disqualify you from state employment. In compliance with the Wisconsin Fair Employment Act, the DNR does not discriminate on the basis of arrest or conviction record.

The Department of Natural Resources does not sponsor work visas at the time of hire or anytime during employment. All persons hired will be required to verify identity and eligibility to work in the United States and complete the required Employment Eligibility Form I-9 upon hire.

Qualifications

Your letter of qualifications and resume are very important parts of your application and are used during our evaluation process to determine your qualifications as they relate to the job. For instructions on developing your resume and letter of qualifications and what should be included in these materials, [click here](#). Please describe the below qualifications in your resume and letter of qualifications to be considered for this position:

Required qualifications for this position include ALL of the following:

Professional experience (work, volunteer, or graduate thesis/dissertation) in the conservation of rare and declining aquatic (fish, insects & mussels) nongame species in the wild (e.g., natural history, ecological relationships, habitat requirements, and/or challenges to their survival and recovery.)

Education, training, or experience collecting and managing biodiversity datasets. (e.g., biological inventory, population surveys, and/or monitoring)

In addition to the above, best-qualified applicants will also have one or more of the following:

Experience analyzing and interpreting biodiversity datasets to make recommendations for management of rare species or habitats.

Experience leading a team of professionals to identify priorities, goals, objectives, and implementation strategies of rare and declining aquatic nongame species (e.g., chairing a working group of a professional society, etc.)

Experience securing grants and managing budgets for rare and declining aquatic nongame species.

Professional work experience in the conservation of rare and declining aquatic (fish, insects & mussels) nongame species in the wild (e.g., natural history, ecological relationships, habitat requirements, or challenges to their survival and recovery) specifically in Wisconsin or the Great Lakes Region.

Education/coursework, training, and/or experience on state statutes, administrative rules, policies and programs applicable to biodiversity conservation programs including state and federal endangered species acts or State Wildlife Action Plans.

Education, training, and/or experience working with a NatureServe Network program (e.g., the Wisconsin Natural Heritage Inventory) and/or NatureServe core heritage methodology.

How To Apply

The steps to apply online are quick and easy! Your resume and letter of qualifications are used during our evaluation process to determine your eligibility for further consideration. It is critically important that your application materials clearly describe your experience related to the stated job qualifications. Please review our helpful tips for developing your resume and letter of qualifications and what should be included. You will be able to save your application as many times as needed and make edits up until the point you submit your application. Be advised that there will be no opportunity to change your application materials once you have clicked "Submit." Please note: The job application is set to time-out after 30 minutes of inactivity. To avoid losing any updates to your application, make sure to Save often.

The State of Wisconsin is committed to fostering a fair, equitable, and consistent selection process that is based on merit and utilizes sound competitive selection procedures. Submitted materials will be evaluated by a panel of job experts and the most qualified applicants will be invited to participate in the next step of the selection process. For questions related to the job or the application process, please contact Vicki Treml in Human Resources at 608-419-6008 or vickil.treml@wisconsin.gov.

For technical questions and troubleshooting related to the Wisc.Jobs site, please visit Frequently Asked Questions. Current state employees must apply through STAR ESS on the Careers Tile. Former permanent classified state employees must apply through Wisc.Jobs.

The State of Wisconsin is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to providing equal employment opportunities to applicants of any race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.

Deadline to Apply

The deadline to apply is 11:59 p.m. central standard time on Monday, April 1st, 2024"