University of Maine  
Job Description

**Title:**  Post-doctoral Research Associate (Quantitative Ecologist/Modeler) **Date:** 24 August 2020

**Department:** WFCB

**Reports to:** Amber Roth

**Purpose:** The Golden-winged Warbler (GWWA) is under consideration for listing under the Endangered Species Act. This project seeks to identify limiting factors driving regional and global population decline and when they occur during the annual cycle to guide conservation efforts and a listing decision. Toward this goal, the post-doctoral research associate will develop a spatially explicit population viability analysis that integrates future predicted spatial distribution using climate forecasting and habitat suitability.

**Essential Duties and Responsibilities:** The post-doctoral research associate will sequentially develop and integrate a series of spatially explicit models to better understand population dynamics and future species distribution. Other duties and responsibilities include mentoring graduate and undergraduate students working on related projects, conducting fieldwork to collect data needed to inform demographic models, and coordinate communications with a large collaborative team of researchers across the GWWA’s range, and publication of peer-review scientific publications.

**Qualifications:**

Qualified applicants will possess a PhD degree in biology, ecology, natural resources, environmental science, statistics, or other relevant field. We expect applicants to have modeling experience in at least one of the following areas: forecasting climate change effects on species distribution, regional- or rangewide-scale habitat suitability, or population modeling (such as population viability analysis or integrated population modeling). Competitive candidates will have an interest in mentoring graduate students and field technicians. We seek someone who has a strong work ethic and an outgoing personality to be an engaging member of our team.

**Knowledge and Skill Requirement:**

**(\* = essential, + = preferred)**

* Experience forecasting climate change effects on species distribution, regional- or rangewide-scale habitat suitability, or population modeling (such as population viability analysis or integrated population modeling).\*
* Experience working with GIS and analyzing data in an R environment.\*
* Demonstrated success publishing peer-reviewed articles in scientific journals.\*
* Excellent presentation and oral communication skills.\*
* Ability to travel, requiring a valid driver’s license.\*
* Strong communication skills in coordinating large collaborative teams.+
* Demonstrated experience capturing and banding songbirds including attachment of telemetry tags (i.e., should be comfortable with training others in banding and tag attachment techniques).+
* Experience working in remote locations and supervising personnel in a field setting.+

**Supervisory Responsibilities:** The post-doc will be expected to mentor graduate and undergraduate students working under the same grant and potentially supervise a field crew.

**Work Schedule:** Normal University of Maine business hours are Monday through Friday 8:00 a.m. to 4:30 p.m. Work outside of regular business hours (to include nights and weekends) will be necessary at times in order to meet the requirements of the position.

**Work Environment:** Most of the time this will an office on the University of Maine-Orono campus, though under COVID-19 restrictions, working from home is encouraged. Fieldwork with out-of-state travel is expected in April-June, if authorized.

**Schedule for Evaluation:**  annually

**Salary:** $49,000

All UMS employees are required to comply with applicable policies and procedures, as well as to complete applicable workplace related screenings, and required employee trainings, such as Information Security, Safety Training, Workplace Violence and Sexual Harassment.