



Indiana NRCS Partner Biologist Position Announcement
Location: Central Indiana, United States (Specific Location Negotiable)

Application Deadline: Review of applications will begin on **August 11th** and will continue until a suitable candidate is identified.

Anticipated Start Date: September 2025

Pollinator Partnership (P2) is looking for an experienced and passionate professional who possesses the skills to expand and enhance USDA's Natural Resources Conservation Service (NRCS) and P2 pollinator programs working as P2's Partner Biologist in Indiana. This individual will be a full-time employee of P2, working closely with NRCS Offices and partners. This position will provide outreach, education, and technical assistance to a diversity of private landowners and partner organizations to accelerate adoption of pollinator and other wildlife conservation practices in Indiana. The P2 Partner Biologist will work in joint capacity with NRCS and other partner agencies to promote, coordinate, and implement conservation provisions of the Federal Farm Bill as it relates to pollinator habitat on private lands. Coverage area will primarily be focused within central Indiana, but will vary based on workload and program interest. This candidate should be a detailed and team-oriented professional, have a strong work ethic, and be committed to the mission and values of P2 and NRCS.

About Pollinator Partnership:

Pollinator Partnership is a not-for-profit organization whose mission is to protect and restore populations of pollinator species. As world's largest organization devoted exclusively to the preservation of birds, bees, butterflies, beetles, and bats, P2 plays a key role in preserving terrestrial ecosystems, promoting agricultural productivity, and enhancing local communities through pollinator-centered work. P2 has been actively supporting the conservation and protection of pollinators throughout North America since 1996. A multifaceted approach using original science; habitat preservation and creation; policy outreach; and public education has helped us achieve our goals in pollinator conservation. For more information, visit www.pollinator.org.

Principal Responsibilities:

The Indiana Partner Biologist is responsible for the following duties and others as assigned:

- Gain familiarity and expertise with Indiana specific NRCS conservation programs and procedures.
- Utilize existing P2 program contacts and develop new relationships with stakeholders in the state
- Develop and provide NRCS with education and outreach material for the public through videos, stories, blogs, social media, newsletters, and other mediums.
- Work with and assist USDA staff and other agency and NGO partners in providing pollinator-related educational outreach and training to NRCS staff, partners, producers, and landowners through in-person and virtual events with a special focus on small farms.
- Accelerate conservation program enrollment by working with NRCS, P2 contacts, and other partners.
- Provide technical assistance for conservation practice implementation (pollinator habitat focus).
- Complete site visits and assess current and planned habitat conditions using the wildlife habitat evaluation guides (WHEG).
- Provide landowners technical assistance by developing pollinator/wildlife management plans, job sheets, and other required technical documentation for the conservation programs in cooperation with the NRCS staff and partners.
- Facilitate the development of monarch butterfly and pollinator habitat best management practices for common scenarios, such as small farm habitat, rural cropland or pasture conversion to pollinator habitat.
- Communicate program requirements to participants of USDA-NRCS conservation programs and other local and state programs.
- Coordinate and routinely communicate with P2 colleagues, NRCS State, Area, and Field Office staff, and key partners in Indiana regarding project activities and status updates.

Required Knowledge, Skills, and Abilities:

The Indiana Partner Biologist should possess the following minimum qualifications:

- Ability to build trust and communicate clearly and effectively with farmers, landowners, and partners.
- Ability to work independently with little supervision and with diverse clientele. Must be a motivated self-starter with strong interpersonal skills.
- Knowledge of the ecology of bees, butterflies, other pollinators, and natural enemies of crop pests.
- Knowledge of wildlife ecology, grassland, wetland, and early succession habitat management including the ability to utilize various habitat management tools in the development of management plans.
- Excellent plant identification skills, with specific familiarity with forbs, shrubs and trees most beneficial to pollinators.
- Knowledge of conservation and wildlife habitat programs provided by federal, state, & local entities. In addition, knowledge of how these programs are implemented in an agricultural landscape is desired.
- Understanding of regional farming systems and crops, including pesticides and pesticide use, and experience with common agricultural practices of the Midwest.
- Knowledge of IPM practices, Conservation Biological Control, and other strategies for reducing negative impacts of pest management on pollinators and other beneficial insects.
- Strong organizational skills, time management, and attention to detail with a demonstrated ability to manage demanding workloads.
- Excellent verbal and written communication skills and the ability to develop and give engaging presentations to audiences of more than twenty adults.
- Comfortable working outside, willing and able to work across various habitat settings.
- Ability to travel throughout Central Indiana (with occasional travel to other parts of the state) to conduct site visits, workshops, record video interviews and interpretive content, and occasionally work from local USDA NRCS Field Office(s).
- Proficiency with Microsoft and Google Office Suite (Excel, Word, PowerPoint, Outlook, etc.).
- Valid driver's license required; use of personal vehicle required with mileage reimbursement provided.
- As a remote employee, individuals will need computer access and a workspace.

Education and Experience: A Bachelor of Science Degree in natural resource management, biological sciences, wildlife management or related field of study appropriate to the position; OR any combination of education, training, and/or experience that demonstrates that the applicant possesses the knowledge, skills, and abilities required to do the job and is comparable to that normally acquired through successful completion of a 4-year degree program in an appropriate field of study. Proven experience working with USDA Farm Bill programs and map making utilizing GIS software (e.g. ArcGIS, QGIS, etc.) is highly preferred. The ideal candidate will exhibit a balance of technical knowledge and interpersonal skills required to implement voluntary conservation programs on private lands. Practical and/or professional experience in farming and agricultural disciplines is highly beneficial. The successful applicant must enjoy working with private landowners and producers to achieve their conservation objectives.

Schedule, Compensation, and Benefits: Full-time, salaried, exempt position, scheduled to work ~40 hours/week with some scheduling flexibility. Beginning salary of \$53,830 commensurate with experience. Travel, lodging, mileage, and per diem expenses will be reimbursed, but are not to exceed a set amount.

Pollinator Partnership is proud to offer robust employee benefits including 100% employer-sponsored health, dental, vision, and life insurance; optional HSA enrollment; up to 3% employer match on SIMPLE IRA retirement plan contributions; 10 vacation days per year; 12 observed holidays; quarterly wellness days; monthly utility stipend; and professional development and home office stipends.

Terms: Pollinator Partnership is an at-will employer. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. In compliance with federal law, all persons hired



will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

Duration: This is a grant-funded position running until approximately spring 2028 and may continue depending upon availability of funds.

How to Apply: Interested candidates should combine their cover letter and resume into one PDF using the following naming convention "P2 Indiana Partner Biologist – Last Name" and apply by filling out the form at this link: <https://form.jotform.com/251736818670162>

Pollinator Partnership is an equal opportunity employer. Pollinator Partnership offers equal employment opportunities without regard to race, color, gender, religion, age, nationality, social or ethnic origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, veteran status, or any other characteristic protected by law.