



## **FALL BIRD MIGRATION COUNTER POSITIONS**

Now in its 47<sup>th</sup> season, Hawk Ridge is one of the premier fall bird migration sites in North America and the western-most count on the Great Lakes. Hawk Ridge is based at a uniquely advantageous location on a rocky ridge overlooking the western tip of Lake Superior. Fall migration counts average over 75,000 raptors and over 200,000 passerines and other birds. Over 200 different species were recorded in 2017! Fall migration highlights include an amazing diversity of 15-20 different raptor species, including tens of thousands of Broad-winged and Sharp-shinned Hawks, 4000-6000 Bald Eagles, 300-500 Northern Goshawks & Rough-legged Hawks, 100-200 Golden Eagles & Peregrine Falcons, and more!

**Hawk Ridge Bird Observatory (HRBO) in Duluth, Minnesota is seeking 2 experienced bird migration counters** to document and showcase the amazing fall bird migration at Hawk Ridge. These are **seasonal full-time positions with one between August 15 – November 30, 2018 and the other between September 1 - October 31, 2018** (note: start/end dates may be flexible between the 2 positions). The fall research and education staff of HRBO are key representatives in helping promote HRBO's mission of protecting birds of prey and other migratory birds in the Western Lake Superior Region through research, education, and stewardship.

Primary duties include identification and counting of raptors in flight, standardized data recording, communication with banding staff on incoming raptors, answering questions for the general public at the count platform, and sharing information about the fall count highlights via social media and verbal/written reports. Requirements include a minimum of one season of previous hawkwatching experience with ability to identify raptors in flight at great distances, data entry experience, and tolerance of working long hours outdoors (heat, cold, wind). Applicants must be at least 18 years old, have a valid driver's license, and personal vehicle for transportation. Seasonal salary is approximately \$1800-\$1900 per month, dependent on experience.

Preference will be given to individuals with additional skills in identification and counting of migrating passerines and other bird groups and/or 2 or more years of previous hawkwatching experience.

To apply, please submit (**email preferred**) a cover letter, resume, three references who can verify bird identification skills, dates available between August 15 – November 30, and optional affirmative action form (see below on p. 2) to: Janelle Long, Executive Director, ([jlong@hawkridge.org](mailto:jlong@hawkridge.org)). By mail: HRBO, P.O. Box 3006, Duluth, MN 55803. **Applications will be accepted until filled.** Visit our website at [www.hawkridge.org](http://www.hawkridge.org) or call (218)428-6209 with questions.



Hawk Ridge Observatory is a nonprofit organization that values diversity. Applicants for positions with Hawk Ridge are invited to participate in the affirmative action program by sharing their gender and race/ethnicity. In extending this invitation, we advise you that: (a) applicants are under no obligation to respond; (b) responses will remain confidential within the human resource department; and (c) responses will be used only for the necessary information to include in the affirmative action program. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

**Name:**

**Position applying for:**

**Race or Ethnicity Identity\* (select one, see below for definitions)**

- Hispanic or Latino
- White (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Native Hawaiian or Pacific Islander (not Hispanic or Latino)
- Asian (not Hispanic or Latino)
- American Indian or Alaskan Native (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)

**Gender**

- Male       Female       I do not wish to self-identify

**How did you hear of our opening?**

- Referral       Hawk Ridge website/news       Social Media
- Job Site – please specify which one:
- Other – please explain:

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## **\*EEOC RACE/ETHNIC IDENTIFICATION CATEGORIES**

**Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**White (*not Hispanic or Latino*)** - A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

**Black or African American (*not Hispanic or Latino*)** - A person having origins in any of the black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander (*not Hispanic or Latino*)** - A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

**Asian (*not Hispanic or Latino*)** - A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

**American Indian or Alaska Native (*not Hispanic or Latino*)** - A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.

**Two or more races (*not Hispanic or Latino*)** - All persons who identify with more than one of the above races.