



## Hawk Ridge Bird Observatory Traineeship Program Bird Banding Trainee Application

2022 marks the 50<sup>th</sup> Anniversary of Hawk Ridge Nature Reserve (HRNR) and 50 years of raptor research and education! Hawk Ridge is well known as one of the premier fall bird migration sites in North America to observe large numbers of birds of great diversity. Annual fall averages include 75,000 raptors and 200,000+ passerines/other birds counted and approximately 3,000 raptors banded! The Hawk Ridge Bird Observatory (HRBO) is the non-profit organization that manages and conducts bird research and education at the nature reserve. The mission of HRBO is to protect birds of prey and other migratory birds in the western Lake Superior region through research, education, and stewardship.

HRBO is offering seasonal fall traineeships for those seeking hands-on professional experience to assist them in their pursuit of higher level education and/or career in a field consistent with HRBO's mission. Training will focus on the fall bird migration research and education at Hawk Ridge Nature Reserve. Training will primarily be conducted by our managers with much knowledge and expertise in the field. This is a great experiential opportunity for trainees to learn from our best! Trainees may also complete a special project pertaining to their focus area that will be developed in cooperation with their training supervisor. A stipend of \$175 per week and lodging is provided. In order to apply, trainees must be at least 18 years old, have a valid driver's license, and personal vehicle for transportation.

HRBO is currently seeking **two Bird Banding Trainees** for the 2022 fall migration season. **The Bird Banding Traineeships plan to run for 9 weeks from August 30<sup>th</sup> to October 31<sup>st</sup>, 2022 (with potential extension of 2-3 weeks before/after)**. The Bird Banding Traineeship primary goals are to learn all aspects of bird banding field techniques for primarily raptors (hawks and owls), but also opportunities for passerines (songbirds). Trainees will also gain experience interacting with the public, as well as other professional colleagues.

***\*Please note that while we are hopeful to fulfill fall traineeships as normal, circumstances are subject to change due to COVID-19. Candidates will be made aware of changes, as soon as possible.***

To apply for the Bird Banding Traineeship, please submit (**email preferred**) a cover letter, resume, and optional affirmative action form (see below on p. 2) to BOTH Frank Nicoletti, Banding Director, [fnicoletti@hawkridge.org](mailto:fnicoletti@hawkridge.org) and Janelle Long, Executive Director, [jlong@hawkridge.org](mailto:jlong@hawkridge.org) preferably by **Friday, May 20<sup>th</sup>, 2022**. By mail: HRBO, P.O. Box 3006, Duluth, MN 55803. **Please note early applications are encouraged with potential of filling before preferred date. Applications will be accepted until filled.**

**Please include in your cover letter and/or resume:**

1. A description of the goals you want to accomplish through the traineeship program
2. A description of your educational and/or career plans upon completion of your traineeship
3. A description of educational courses and/or work experiences relevant to the traineeship program
4. An outline of any skills, hobbies or other interests that may help you in your training
5. The names, addresses and telephone numbers of at least three references (1-2 must be work-related)

For further information, please visit our website at [www.hawkridge.org](http://www.hawkridge.org) or call (218) 428-6209



Hawk Ridge Observatory is a nonprofit organization that values diversity. Applicants for volunteer 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:**

**Traineeship Position Applied for (please circle):** Bird Banding, Bird Migration Count, or Environmental Education

**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.