



Fall Bird Migration Counter – Seasonal Position Announcement

2022 marks the 50th Anniversary of Hawk Ridge Nature Reserve (HRNR) and 50 years of raptor research and education! Hawk Ridge is one of the premier fall bird migration sites in North America. It's the western-most count on the Great Lakes with an advantageous location on a rocky ridge overlooking the western tip of Lake Superior. Annual fall averages include 75,000 raptors and 200,000+ passerines/other birds counted! 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!!

The Hawk Ridge Bird Observatory (HRBO) is the non-profit organization that manages and conducts bird research and education at the nature reserve. The fall research and education staff of HRBO are key representatives in HRBO's mission of protecting birds of prey and other migratory birds in the Western Lake Superior Region through research, education, and stewardship. **Hawk Ridge Bird Observatory (HRBO) in Duluth, Minnesota is seeking two experienced Bird Migration Counters** to document and showcase the amazing fall bird migration at Hawk Ridge. These are **seasonal full-time positions for 9 weeks August 30 – October 31, 2022 with potential of extended part-time employment August 15-29 and November 1-13.**

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 (social media/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. These are seasonal, non-exempt hourly positions at \$13/hour with lodging provided, if available. 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, 3 references, and optional affirmative action form (see below on p. 2) to BOTH Frank Nicoletti, Banding Director, at fnicoletti@hawkridge.org, and Janelle Long, Executive Director, at jlong@hawkridge.org. Email is preferred, but required information may also be mailed to Hawk Ridge Bird Observatory, P.O. Box 3006, Duluth, MN 55803-3006 re: Fall Counter position. **Applications will be accepted until filled** (note: early applications are encouraged and **preferred by Friday, May 13, 2022**).

Please visit our website at www.hawkridge.org or call (218) 428-6209 with questions



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:

Position Applied 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.