

## **JOB VACANCY ANNOUNCEMENT Range Conservationist in Glasgow, Montana**

**Application Deadline:** March 31, 2026 by 5 pm MST **Anticipated Start Date:** May 2026

**Overview:** The Montana Association of Conservation Districts (MACD) is seeking a full-time, Range Conservationist to support rangeland conservation delivery in Montana for a term position through September 30, 2027 (approximately 1.5 years). This role is a collaborative effort between MACD, the USDA Natural Resources Conservation Service (NRCS), and local partners to strengthen working rangelands management. You will work directly with private landowners to increase ranch sustainability and economic viability while improving habitats for sage grouse and other rangeland-dependent wildlife. The incumbent will be an employee of MACD with daily instruction and leadership provided by the State District Conservationist. For more information about these positions and MACD, visit: <https://macdnet.org/>

### **Duties:**

- **Technical Assistance:** Provide range conservation and biology technical assistance to landowners, government agencies, and NGOs.
- **Program Coordination:** Implement range biological sciences within conservation programs alongside the NRCS District Conservationist..
- **Monitoring & Planning:** Support producers to implement prescribed grazing plans on lands that benefit sage grouse and other grassland birds. Complete monitoring of implementation practices on selected sites, perform site visits to determine USDA program eligibility, and develop conservation contracts with applicants.
- **Field Work:** Coordinate and execute field activities, including range inventory and soil health assessments.
- **Outreach:** Communicate program requirements to landowners. Conduct public education and outreach related to rangeland conservation for the protection, restoration and enhancement of rangelands.

### **Required Qualifications**

- **Education: Bachelor of Science in Rangeland Science, Wildlife Biology/Management, Restoration Ecology, Soil Health, Land Resources and Environment, or a related field.**
- **Experience:** Prior work or education training in developing prescribed grazing systems and integrating wildlife management principles.
- **Skills:** Proficiency in Microsoft Office (Word/Excel); familiarity with ArcPro is preferred, excellent verbal and written communication skills.
- **Communication:** Ability to communicate effectively with diverse stakeholders and work independently.
- **Requirements:** Must have a valid driver's license, be able to obtain USDA Security Clearance and NRCS Conservation Planning certification and have the physical ability to stand and walk for extended periods of time over rough terrain; lift and move up to 50 pounds; and willingness to work in all types of weather conditions.

**Training and Experience Guideline:** Any combination of training and/or experience that will enable the applicant to possess the required knowledge, skills and abilities.

**Salary:** \$47,000-\$60,000 per year based on experience + Health and Retirement Benefits.

**To Apply:** Send a resume, three references with contact information, and responses to the following:

1. Describe your experience working with landowners.
2. What is your philosophy on working lands conservation?
3. How do you motivate yourself when working alone?
4. What do you see as the biggest issues facing natural resources, and particularly rangelands, in Montana? What role do you see this position having with these issues?
5. Please describe other skill sets you have that you think would be valuable to this position.

**Email:** Send application materials to MACD at: [hiring@macdnet.org](mailto: hiring@macdnet.org)

*MACD is an equal opportunity employer*