



## **JOB DESCRIPTION**

**POSITION TITLE:** **FT Supervisor of Wildlife Resources**

**STATUS:** **Full Time, Exempt**

**SALARY GRADE:** **26**

---

### **JOB CONTENT:**

#### **I. Role:**

At Summit Metro Parks our job is to collect, protect and perfect natural areas and cultural heritage in and around Summit County for the perpetual benefit and enjoyment of our residents. As a full time supervisor of wildlife resources, your role is to provide direction toward this end primarily through wildlife assessments, inventories, studies, and management actions. Your job is to CREATE natural resource projects and programs that push the limits of conservation and inspire the everyday citizen to act.

Work ethic, emotional intelligence and effective oral and written communication are an essential part of the job. You will be managing a team of scientists, none of whom may agree on what conservation means, so you will need to balance authority with inspiration while maintaining the humility to always consider that you may be wrong - *you gotta know when to hold em, know when to fold em, know when to walk away, know when to run*. You should have the ability to hold audiences spell-bound while clearly explaining deep wildlife and natural history concepts.

#### **2. Typical Daily Responsibilities:**

- Implement and continue development of a diverse array of Citizen Science projects including but not limited to: macroinvertebrate stream surveys, Frogwatch and wetlands monitoring, bird house monitoring and management, vernal pool survey, iNaturalist trainings and data management, Chronolog monitoring. Must be able to work with the public and park volunteers.
- Manage and implement a deer reduction program to balance herd densities with ecological integrity and overall biodiversity. This will require working closely with the Supervisor of Ecological Resources to determine reduction goals as well as the Operations and Ranger Departments to implement the reduction program. Will require close coordination with the Ohio Department of Natural Resources, Division of Wildlife as well as the Akron Canton Regional Foodbank to distribute high quality meat obtained from management efforts.
- Manage all inland lake fisheries including stocking and coordination with Community Engagement for fishing derbies and events. Work with Community Engagement and Operations Department to manage lakes for better recreational experience for fishing (weed reduction, aeration, habitat improvements, etc.).
- Manage fisheries evaluations in all rivers, streams, wetlands, and ponds to identify species and recovery efforts associated with ecological improvements. Collect fish vouchers for deposition in

museum collections. Utilize Ohio EPA BioCriteria protocols to measure water quality (Index of Biotic Integrity, Index of Community Integrity) to evaluate health of rivers and streams.

- Design and implement high profile charismatic wildlife inventories and monitoring programs to better understand wildlife that readily relate to people (coyote, bobcat, bear, birds). Develop management plans to reduce human-wildlife conflict. Work with Community Engagement and Marketing Departments to develop education initiatives to better inform the public about wildlife.
- Develop projects to monitor and manage endangered wildlife in Summit County (green snakes, endangered lake fish, freshwater mussels, birds and bats, etc.). Working with the Supervisor of Ecological Resources, develop and implement management strategies to protect, and in some cases, expand these populations.
- Utilize current data collection and storage technologies (such as radio telemetry, GPS, remote sensing, CAD, GIS, database, and web-based systems) to catalog and track wildlife and other natural resources for district use and easy retrieval.
- Implement programs to address threats to regional biodiversity, such as invasive wildlife species, habitat degradation/fragmentation and stormwater. Work with Supervisor of Ecological Resources and Operations Department to implement mitigative measures to reduce impacts to wildlife associated with recreational use of natural areas.
- Work with Supervisor of Ecological Resources to design and oversee various other natural resource management projects, including wetland mitigation and habitat restorations.
- Assist with the preparation of cultural resource management plans, environmental documentation and permit applications, such as those required for CWAs or NEPA compliance. Maintain all necessary permits associated with wildlife work and ensure the District is in compliance.
- Additional tasks may include, but are not limited to: plant and animal propagation, assistance with cultural resource identification, public speaking, community involvement, grant writing, etc.
- Cooperate with a team of multi-disciplinary scientists. Oversee seasonal, part time and full time staff including assisting with candidate selection, scheduling and supervising staff.
- Represent Summit Metro Parks at professional meetings, conferences, and symposia.
- Stay current in professional field.
- Write technical reports and interpretive literature pertaining to resource management efforts.
- Develop & maintain procedural manuals for areas of responsibility.
- Regular attendance as required.

#### **REQUIRED QUALIFICATIONS:**

- Bachelor's degree in related field with several years of comparable experience.
- Strong knowledge of and ability to identify local flora and fauna.

- Demonstrated written and oral communication and presentation skills.
- Fluent with PC/Windows & iPad/iOS, Microsoft Office & ArcGIS.
- Demonstrated organizational skills and time management.
- Demonstrated problem solving and analytical skills.
- Demonstrated emotional intelligence including self-awareness and accurate self-assessment, sensitivity and empathy, openness, reliability, and consistency.
- Proven track record of establishing and maintaining critical relationships internally and externally.
- Demonstrated trust, integrity and credibility.
- Conflict resolution skills.
- Valid Ohio driver's license.

#### **ESSENTIAL PHYSICAL DEMANDS AND WORKING ENVIRONMENT:**

While performing the duties of this job, the employee is regularly required to stand, walk (often on uneven terrain), talk and hear. The employee is frequently required to use hands to handle or feel and is required to reach with hands and arms. The employee is required to sit, climb or balance, stoop, kneel, crouch or crawl, taste or smell. The employee must regularly lift and/or move up to 25 pounds and may occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.

The employee must be self-motivated and comfortable working alone. While performing the duties of this job, the employee is regularly exposed to extreme outdoor weather conditions including temperatures, humidity, steep topography, aquatic habitats, fumes or airborne particles, and confined spaces. The employee may be exposed to body fluids of others while performing first aid/rescue procedures.

#### **CONDITIONS OF CONTINUED EMPLOYMENT:**

- Must have or obtain Ohio Pesticide Applicator license within one year of employment.
- Must have or obtain First Aid/CPR certification within two years of employment.
- Must successfully complete a one-year probationary period.