



JOB DESCRIPTION

Title: Postdoctoral Researcher

Reports to: Director of Conservation Science

Terms: Full-time / Exempt / Eligible for Benefits

Location: In-person at the VCE offices: 20 Palmer Court in White River Junction, VT

Organizational Profile

The [Vermont Center for Ecostudies](#) (VCE) advances wildlife conservation in the northeastern US and across the Americas through scientific research and community engagement. Our work involves researching and monitoring biodiversity in a variety of ecosystems and delivering results to inform management and policy decisions. We engage thousands of volunteers on a wide range of projects through data collection and monitoring.

At VCE, we believe that kindness and collaboration are integral to effective conservation science. Our staff is committed to creating a workplace culture that respects and celebrates diversity and values the well-being of all employees. We accomplish this by fostering inclusivity and offering flexibility within the workday to encourage a healthy work-life balance.

Position Description

VCE invites early career researchers to apply for a new postdoctoral fellowship focused on using open-source biodiversity data to inform state-level conservation planning. The successful candidate will work with the state of Vermont's [Vermont Conservation Design](#) (VCD) and VCE's [Vermont Atlas of Life](#) (VAL) to create species distribution models to: 1) better understand the current and expected distribution of species in the state, 2) identify species of greatest conservation need (SGCN) whose needs are not met by VCD and require a fine-filter conservation approach, and 3) make recommendations for how to improve VCD for long-term biodiversity protection. This work will inform the upcoming 2025 State Wildlife Action Plan and 1) lead to an improved ability to assess and prioritize species in need of focused conservation action, 2) create a database with statewide maps of species distributions, species richness, and species assemblages, and 3) establish a replicable framework to periodically re-evaluate the effectiveness of Vermont Conservation Design for conserving biodiversity and SGCN species as the climate changes or new threats are identified.

The postdoctoral researcher will work closely with VCE scientists to develop the models, tools, and publications associated with this project. The incoming postdoctoral researcher will also have opportunities to contribute to the analysis and development of data exploration tools for the following VCE projects:

- [Mountain Birdwatch](#) - High-elevation bird community data across New England

- [Mount Mansfield Bird Monitoring](#) - >30 years of capture-recapture data
- [Vernal Pool Monitoring](#) - Monitoring of vernal pool breeding amphibians

We encourage applicants to explore VCE's [projects](#), [staff scientists](#), and [datasets](#) to become familiar with our staff and work. A successful candidate will demonstrate their interest in working with VCE and how their expertise will contribute to this project.

This is a one-year position with the possibility of a 1-year extension

Compensation details:

Primary Responsibilities

- **Conduct independent and collaborative research**
 - Work to develop strategies for using community science data to evaluate the effectiveness of VCD in conserving SGCN
 - Expand upon VCE's current in-house expertise
 - Build, extend, and support new data products in support of regional biodiversity research and conservation
 - Collaborate in-house and support other VCE programs when appropriate
- **Disseminate project results**
 - Share project results and deliverables to a wide audience, including in peer-reviewed publications and presenting results at conferences and seminars
 - Commit to open science standards. VCE is an Open Science organization that seeks to maximize the benefits of our research by sharing our data and expertise with colleagues and stakeholders
 - Contribute to VCE communication outlets, including social media and blog posts, newsletters, and annual reports, with engaging research updates as appropriate
- **Commitment to diversity, equity, and inclusion**
 - VCE scientists are expected to consider opportunities for marginalized and underrepresented communities in their community science projects, programs, and communications
 - Apply personal expertise in support of other VCE programs

Qualifications



- Ph.D. in ecology or a relevant scientific field
- Experience conducting independent research with a strong record of success
- Professional background that includes an integrative and interdisciplinary approach to conservation science
- Proficiency in conservation ecology and applied science, as well as an advanced understanding of sampling design and statistical methods with complex data
- Familiarity with spatial analyses and Geographic Information Systems (GIS)
- Experience with project management, science funding, and information technology
- Ability to work in a team and independently.
- A demonstrated publication record
- Proficiency in spoken and written English