

**California Waterfowl Association**  
**Position Description and Performance Standards**

- Position Title:** Field Technician - Work Experience Program
- Department(s):** Conservation Programs
- Classification:** Temp; Non-Exempt;
- Responsible To:** Heritage Programs Supervisor;
- Education:** Pursuing a B.S. degree in Wildlife Biology or related field preferred.
- Objective:** February- June (up to 20 hrs / week): Work at Bird Haven Ranch in Butte City, CA installing, maintaining and managing the wood duck box program at the site.  
June-August (up to 40 hrs / week): Work at Bird Haven Ranch in Butte City, CA assisting with wetland habitat projects including mowing, spraying, disking, cutting and planting trees, and light construction work.

**Qualifications:**

- Waterfowl ecology and natural history knowledge preferred.
- Basic waterfowl and wildlife identification.
- Good oral and written communication skills with professionals as well as general public.
- Ability to work on a team and maintain a positive attitude.
- Screenings include DMV records check and fingerprinting background check.

**Major Job Duties and Responsibilities:**

1. Provides onsite support for Wood Duck Program including building, fixing and installing wood duck boxes.
2. Monitor wood duck boxes and compile wood duck nesting data to be sent to California Waterfowl.
3. Assist with wetland maintenance and construction projects like mowing, spraying, tree planting and cutting as well as irrigation systems maintenance.
4. Some ranch maintenance activities such as deck washing, painting and cleaning.
5. Provides assistance in miscellaneous CWA projects (nest searching, banding, etc.)
6. Travel to and from the site required with overnight lodging included as needed.

**Physical Skills:**

Must be able to comfortably use tools and equipment including ladders, hammers, power drills, etc. Must have the ability to lift 15 lbs over head and 35 lbs to knees. Must be able to stand for extended periods of time as well as endure extreme climates in both summer and winter periods. Must be able to traverse unpaved and unmarked trails while carrying supplies (wood duck boxes, poles, ladders, etc). Must be comfortable operating 4x4 vehicles, ATVs, and capable of towing and backing equipment trailers.