

## POSITION ANNOUNCEMENTS

The University of Tennessee Institute of Agriculture (UTIA) is recruiting **3 post-doctoral research associates** (Ph.D. required) and **3 research associates** (M.S. required) to be members of a multidisciplinary team that will develop evaluation protocol and estimate costs to monitor, manage and enforce easements associated with 5 USDA Natural Resources Conservation Service (NRCS) Programs. These programs include: Wetlands Reserve Program (WRP), Emergency Watershed Protection Program-Floodplain Easements (EWPP-FPE), Grassland Reserve Program (GRP), Healthy Forests Reserve Program (HFRP), and Farm and Ranch Lands Protection Program (FRPP). The Team will interact with conservation professionals and scientists across the nation from government agencies, non-government organizations, and academic institutions. Recommendations provided by the Team will have national impacts, and be incorporated into USDA policies. Moreover, the Team's recommendations will serve as a framework for evaluating other NRCS Programs. The UTIA seeks highly motivated individuals to be part of this pioneering endeavor. Individuals with expertise in natural resource conservation, natural resource management, natural resource policy, economics, bioassessment procedures, and remote sensing are encouraged to apply. Positions will extend from January 2011 – June 2012.

### **Post-doctoral Research Associate (Team Leader)**

One post-doctoral research associate will be recruited with expertise in natural resource conservation, management or policy. The Team Leader will be responsible for organizing project activities. Individuals with experience in NRCS conservation programs, habitat management techniques, structured decision making, group facilitation, and natural resource policy are strongly encouraged to apply. Professionals with >5 years post-Ph.D. experience may qualify for hiring as a *visiting faculty scientist*. Annual salary for the Team Leader is \$55,000 with full benefits.

### **Post-doctoral Research Associates (Specialists)**

Two post-doctoral research associates will be recruited with expertise in natural resource economics and bioassessment procedures. The natural resource economist will be responsible for estimating personnel requirements and costs associated with monitoring, managing and enforcing easements for the 5 conservation programs. A bioassessment ecologist will be recruited to provide recommendations on bioassessment techniques for monitoring ecological function at easement sites for each conservation program. Annual salary for these post-doctoral positions is \$47,500 with full benefits.

### **Research Associates**

Three research associates will be recruited with training in upland and wetland management and remote sensing. Individuals with natural resource management experience will be responsible

for crafting recommendations on adaptive habitat management techniques that can be used to meet restoration objectives for each program. The remote sensing specialist will be responsible for providing recommendations on remote sensing techniques to use in monitoring, managing, and enforcing conservation easements for each program. Annual salary for these positions is \$35,000 with full benefits. A M.S. is the minimum educational requirement for these positions; individuals that recently secured a Ph.D. also are encouraged to apply.

## **Qualifications**

Post-doctoral Research Associates: Ph.D. in natural resources, biological sciences, agriculture, economics, or a related field. Previous post-doctoral experience preferred. Research Associates: M.S. in natural resources, biological sciences, agriculture, geography, or related field. Two years post-M.S. experience or a Ph.D. preferred.

## **Application Procedures**

Please send a cover letter outlining professional experience and career goals, curriculum vitae, and contact information for four references who can evaluate the applicant's ability to perform the duties required for the respective position to:

Matthew J. Gray, Ph.D.  
University of Tennessee Institute of Agriculture  
Department of Forestry, Wildlife and Fisheries  
274 Ellington Plant Science Building  
Knoxville, TN 37996.

Hardcopy or electronic (preferred) applications are accepted. Specific inquires about the project or positions can be made to Dr. Gray via phone (865-974-2740) or email ([mgray11@utk.edu](mailto:mgray11@utk.edu)).

Review of applications will begin on **1 November 2010**, and continue until suitable candidates are selected.

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*The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.*