



## COLORADO NATURAL HERITAGE PROGRAM Position Announcement



<b>Title:</b>	Small Mammal & Bat Technician
<b>Position Type:</b>	Full-time, Temporary, 1-4 positions
<b>Work Location:</b>	Based in Fort Collins, CO with extensive statewide travel required
<b>Pay Rate:</b>	\$19.00 - \$24.00/hour, depending on experience
<b>Benefits:</b>	Per diem of about \$60.00/day when traveling beyond base location; overtime pay, retirement, and paid sick leave provided, health insurance is offered to eligible employees.
<b>Duration:</b>	March 1, 2025 – November 30, 2025 (dates are approximate and dependent upon project and associated duties)

### Position Summary

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The [Colorado Natural Heritage Program](#) (CNHP) of Colorado State University seeks Small Mammal/Bat Technicians to collect field data in support of CNHP's Statewide Natural Heritage Survey of biodiversity and related projects.

The CNHP Zoology Team supports the Statewide Natural Heritage Survey of biodiversity by conducting fieldwork focused on rare small mammals and bats. Field work will take place across Colorado. Standard duties will involve assisting with logistics for field hitches, driving and hiking to field sites, detailed completion of field forms and collection of spatial data, and communication with project partners. The position involves extensive travel, camping in remote settings, and long 10+ hour field days. The position requires experience with fieldwork and animal identification. Experience with natural heritage methodology, describing habitats on the landscape, and experience working in the Rocky Mountain, Intermountain West, and/or Great Plains are preferred. A valid driver's license for travel between sites is required, as is the ability to hike and navigate to field sites. These positions are supervised by permanent CNHP staff.

For more information about this position and others, please visit <https://cnhp.colostate.edu/aboutus/careers/employment/>.



At CNHP, our work is not just guided by projects; it is rooted in our values. We are committed to diversity, fostering respect for all people, cultures, and communities. We believe in building a team that mirrors the diversity of the places we serve, recognizing the richness that diverse talents, experiences, and skills bring to the table. We understand that life experiences matter as much as professional qualifications. Your unique contributions are valued here.

If you are passionate about conservation and making a positive impact, we encourage you to apply. Join the CNHP Zoology Team and play a pivotal role in preserving our natural landscapes! **We can't wait to hear from you!**

## **Responsibilities/Duties**

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### **Field Data Collection and/or bat acoustic analysis (85%)**

- Using GPS and provided maps, navigating to and from sites via paved roads, dirt roads, hiking trails, and off-trail travel through dense vegetation and across long distances.
- Collecting data on rare small mammals and habitats or deploying acoustic detectors, following set protocols.
- Reviewing collected data to ensure accuracy and completeness.

### **Training (5%)**

- Attending field training, learning to follow detailed field protocols.
- Guidance on CNHP bat acoustic analysis protocols

### **Communication (5%)**

- Communicating with public and private land managers and other staff.

### **Administrative (5%)**

- Data entry and other duties as needed.

## **Required Qualifications**

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1. Coursework in mammalogy, wildlife biology, zoology, ecology, natural resources, or related field.
2. Experience collecting field data.
3. Experience with field navigation with a GPS unit or a tablet, field navigation apps, and a topographic map.
4. Willingness and ability to work long hours and unusual schedules, travel extensively during the field season, share living quarters in rustic field housing, bunkhouses, and car camping, and potentially backpack and hike long distances (up to 10 miles / day) while carrying a heavy pack (up to 40 lbs).
5. Willingness and ability to work with a positive attitude in field conditions that include exposure to inclement weather, rugged terrain, hot or cold weather (30–110° F), biting insects, and poisonous plants, all while maintaining a strong commitment to team safety.
6. Demonstrated organizational, time management, and problem-solving skills; ability to handle complex tasks with a high degree of accuracy and attention to detail.
7. Effective interpersonal, oral, and written communication skills, including ability to work with a diverse group of individuals and to maintain effective working relationships.
8. Ability to work both independently with guidance and effectively in a team.
9. Experience with using dichotomous keys and/or field guides, familiarity with Western mammals

## Preferred Qualifications

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1. A completed bachelor's degree (*or expectation of a completed degree by May 2025*) in wildlife biology, zoology, ecology, or a related field.
2. Experience conducting bat acoustic analysis for bats in the Western US using SonoBat or Kaleidoscope.
3. Experience deploying bat acoustic detectors.
4. Experience collecting field data related to small mammal sampling, bat trapping, and/or habitat assessment.
5. Experience collecting data electronically using tablets or other devices. Experience with ArcGIS online, ArcGIS Pro, Field Maps projects or Survey123 forms, and map making.
6. Experience driving 4x4 vehicles on rough roads and camping in remote locations.
7. Experience working in the Rocky Mountain, Intermountain West, or Great Plains Ecosystems.

## Application Instructions

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To apply, email a resume (PDF), cover letter (PDF), and three references (please include phone number and email contact information for references) to Jessica Cheadle at [jcheadle@colostate.edu](mailto:jcheadle@colostate.edu). Please mention how you found the position and please include the full position title in the email subject line. **If you are interested in any other [positions](#) we are hiring for this summer, please include the names of those positions in your email. There is no need to apply to each separately!**

Applications will be reviewed on a rolling basis, but for **first consideration, apply by March 1st, 2025**. Applications will continue to be accepted until the position is filled or until May 30<sup>th</sup>, 2025, whichever comes first



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Colorado State University conducts background checks on all final candidates.  
Language and details can be accessed on [Human Resources' background check](#) webpage.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity/expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. [The Office of Equal Opportunity](#) is located in 101 Student Services.

The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-1715, [titleix@colostate.edu](mailto:titleix@colostate.edu).

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, [oeo@colostate.edu](mailto:oeo@colostate.edu).

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, [oeo@colostate.edu](mailto:oeo@colostate.edu).

Any person may report sex discrimination under Title IX to the [Office of Civil Rights, Department of Education](#)



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