



CONSERVATION COORDINATOR FOR HAWAI'I WETLANDS

Position Type: Contract

Location: Hawai'i

Budget: \$75,000 – \$85,000

Application Deadline: September 18, 2026

Start Date: ASAP

ABOUT PACIFIC BIRDS HABITAT JOINT VENTURE

Pacific Birds Habitat Joint Venture (Pacific Birds) is one of twenty-five Migratory Bird Joint Ventures, each addressing bird and habitat conservation issues within their geographic area. Pacific Birds is an international partnership with a Management Board. Pacific Birds coordinates strategic habitat conservation for the benefit of migratory birds, fish, other wildlife, and people. Pacific Birds' Staff work as a team and with partners to advance conservation efforts related to [Pacific Birds Conservation Priority Programs](#). For more information about Pacific Birds mission, vision, values, and current work, please visit our website at pacificbirds.org and learn more about the work in [Hawai'i](#).

ABOUT THE WORK

The Conservation Coordinator for Hawai'i Wetlands will oversee the Hawai'i Wetlands conservation efforts prioritized by Pacific Birds. This position works closely with the Pacific Birds U.S. Coordinator and other conservation and communications staff and partners. This position will lead, catalyze, coordinate, and support long-term wetland conservation efforts in the Hawaiian Islands in support of native waterbirds, migratory birds, and people. This position will also provide support as needed to other Pacific Birds conservation priority efforts nationally and internationally.

The Conservation Coordinator will focus on the following areas to advance wetland conservation:

1. *Partnerships:* Build, coordinate, and support strong bird habitat conservation partnerships within the Hawaiian Islands by facilitating cooperation and communications among current partners, as well as among community members and landowners with a variety of perspectives and potentially conflicting interests. Inspire new collaborations and partnerships to advance conservation efforts to benefit wetland birds, and people.
2. *Planning:* Lead and support partners in the development of conservation plans and projects that benefit Hawai'i's waterbirds, wetlands, and agroecological habitats.
3. *Implementation:* Advance and support partners in the delivery of on-the-ground actions including habitat management, acquisition, and restoration of wetlands, and agroecological habitats.
4. *Transfer of Information:* Interpret, synthesize, and share scientific and technical information relevant to the delivery of conservation including but not limited to natural resources, ecology, climate, traditional knowledge, and social science.
5. *Resilience:* Identify and promote conservation actions that preserve and expand options for ecological, social, and economic resilience.
6. *Policy:* Develop practical applications of scientific concepts for policy opportunities and



on-the-ground implementation of conservation actions and collaborate to address policy barriers that limit conservation efforts.

7. *Funding and Incentives:* Help partnerships and communities secure funding for conservation projects that contribute to Pacific Birds objectives and priorities. Connect partners with funding opportunities to increase local capacity for on-the-ground conservation work.
8. *Communication, Outreach, and Impact:* Represent Pacific Birds in local, regional, and national meetings and forums. Communicate and coordinate outreach to achieve conservation goals and cultivate long-lasting relationships. Audiences may include but are not limited to: landowners, tribes, Indigenous communities, industry, government and non-government staff, private foundations and funders, legislators, the public, and others. Work with communications staff to implement communications strategies identified and/ or developed by Pacific Birds and other partner planning efforts to affect desired change.

REQUIREMENTS

- A minimum of five years work experience. Preference for advanced degree in a relevant field.
- A strong background in the development and management of effective partnerships.
- Strong knowledge of wetland management and avian conservation.
- Strong knowledge of ecosystems and bird conservation issues in the Hawaiian Islands.
- Demonstrated ability to lead and effect positive change in a conservation setting.
- Excellent skills to co-develop, lead, and manage multiple projects concurrently, and meet deadlines.
- Demonstrated knowledge of Strategic Habitat Conservation and/or an adaptive management approach to conservation planning and implementation, and bird conservation.
- Skills to assess and address knowledge gaps that limit conservation actions for Hawaiian wetlands and waterbirds.
- Experience working successfully with a variety of people, partners, networks, and governments.
- Understand core federal funding programs and advise and assist conservation partners with the tools, tips and resources needed to be successful applicants.
- Management of project timelines, budgets, and reporting.
- Excellent planning, networking, and collaboration skills.
- Demonstrated abilities in written and oral communication with Tribes, Indigenous peoples, conservation professionals, and agencies.
- Demonstrated skill in verbally accompanied multi-media presentations (e.g., powerpoint).
- Technical proficiency in writing and reviewing conservation plans and project reports.
- Travel (drive, fly) frequently throughout the Hawaiian Islands and, to a lesser extent, the U.S. and Canada.
- Based in the Hawaiian Islands

DESIRED KNOWLEDGE, SKILLS, AND ATTRIBUTES

- Work collaboratively with, across, and within organizations, geographies, backgrounds, and cultures to act strategically, strengthen partnership commitment, and promote more effective conservation.



- Be self-motivated to create change and advance conservation while working both independently and as part of a team.
- Demonstrated practice of emotional intelligence through exercising self-awareness, self-management, social awareness, and relationship management.
- Knowledge of state and federal policies and laws and ability to engage effectively with policy makers and processes at the local, state, and federal levels.
- Lead with respect and tolerance through everyday practices.
- Experience in Zoom and/ or Microsoft Teams, video, or other online presentation formats

WORK ENVIRONMENT

Pacific Birds works remotely as a team. The physical location of the Conservation Coordinator is in the Hawaiian Islands with easy travel access. The work predominantly involves computer-based activities, in-person meetings, and field visits. Travel varies but is required. Lodging, meals, and transportation reimbursed for work-related travel away from home where applicable.

Pacific Birds is primarily funded by the U.S. Fish and Wildlife Service and administered through Ducks Unlimited. Full commercial and auto liability insurance coverage is required for all contractors, with \$1,000,000 minimum coverage limits in each category. Please inquire about a list of specific required coverages.

APPLICATION PROCESS

To apply, please email a cover letter, resume, and daytime email and phone numbers for 3 professional references to info@pacificbirds.org.

For more information about the position, please contact Pacific Birds U.S. Coordinator Monica Iglecia at monica_iglecia@pacificbirds.org.