The Kauai Humane Society (KHS), through its Save Our Shearwaters (SOS) program, seeks a Coordinator to directly oversee its wild bird response and recovery effort. SOS, a 30-year program, was formerly operated by the State of Hawaii Department of Land and Natural Resources, Division of Forestry and Wildlife on Kauai. SOS now runs under a contract between the Kauai Island Utility Cooperative (KIUC) as the funder of the program and KHS as the operator. The primary avian species of this project follow: Newell's Shearwater, Hawaiian Petrel, and Band-rumped Storm-Petrel, state and federally listed (Endangered Species Act) seabirds which suffer from light attraction when fledging out to sea. The SOS Program seeks to band and release all grounded fledgling seabirds (initially rescued by concerned citizens) and successfully return them to sea with the best possible weight and waterproofing. Heavy fledgling fallout primarily occurs between September and December, but the SOS program responds to fallout from adult seabirds outside of this period. The position first and foremost manages staff and operations as a department of KHS but also focuses on database maintenance, contract & permitting reporting, and seasonal hiring (from January to July); seasonal fall-out preparation begins in June and extends into August and September at which point hundreds of seabirds begin fledging and require rehabilitation or just processing (banding, measuring, and/or bleeding) by the SOS program. The duties of the coordinator include the following:

- Publish the SOS Annual Report for KIUC
- Maintain KIUC contract and communications
- Plan and implement the SOS budget
- Manage the field operations from September 15th through December
- Hire and train seasonal SOS technicians
- Maintain a master bander permit and a scientific collection permit for the program (both federal)
- Maintain the database for reporting using *Access*, *Excel*, and *GIS*
- Update the SOS Manual and protocols yearly
- Coordinate and facilitate agency/stakeholder meetings
- Front and coordinate KIUC's seabird outreach campaign
- Pursue funding and/or opportunities for other native avifauna
- Hands-on management of SOS staff and active participation in rehabilitation portion of SOS, overseeing and assisting in the operation and maintenance of a seabird triage clinic and developing a volunteer base for operations

A typical work week will consist of 40+ hours. Flexibility with the work week and days off is a must. On-call duties and evening/weekend shifts will also be incorporated into this position during the off-season when necessary, in which case field vehicles will be provided for work use and wildlife response. The Coordinator must be comfortable

working with a wide range of programs and personnel housed by the Humane Society. The Coordinator will be responsible for transportation to Kauai, in addition to finding appropriate housing.

Required qualifications:

- An M.S. degree in Wildlife or related field or equivalent management experience in wildlife
- Banding experience to qualify for a master Bander permit (seabird-specific a strong consideration)
- Clinic experience (designing treatment plans or at minimum familiarity with safety and sanitation protocols)
- Proficiency with *Microsoft Excel* and *Access*, prior experience managing a database with these programs
- Experience with agency reporting guidelines, legal documentation
- Familiarity with *ArcGIS*
- Knowledge of Hawaii wildlife and natural history desired

SOS will seek applicants with an ability to work independently, in a group of two (overseeing the Lead Technician, who runs the rehabilitation effort) and/or manage up to 5 seasonal technicians. The coordinator must also have the ability to trouble-shoot when concerns arise. The individual will need to consult professionally with the many different stakeholders overseeing and cooperating with SOS. SOS also hopes to find applicants who have specifically worked with either state or federally listed species.

Start Date: Position is available March 15th and will remain open until filled, with the possibility of posting through May 15th.

Salary: To be determined.

Please email a cover letter, resume, and three references to SOS@kauaihumane.org.

Angela Merritt

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