

## Vulture Conservation Foundation – Job Specification & Description

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### Research Officer

**Job Title:** Research Officer

**Overall purpose of the job:** To lead and contribute to applied research to inform the planning and implementation of effective vulture conservation measures. The Research Officer will manage and analyse existing datasets and databases; produce technical reports and scientific publications; and organise scientific collaboration between the VCF and partner organisations.

**Position:** Full-time 12-month fixed-term contract, with potential to renew for at least 3 years

**Reporting to:** VCF Scientific and Conservation Coordinator

#### Background

The VCF is the leading organisation on vulture conservation in Europe, and is now managing several large-scale projects, including EU-funded LIFE projects, in many different countries in Europe, that are generating considerable amounts of data (movements of birds tagged with GPS tags, demographic parameters, etc.) that need to be analysed. The VCF is a Dutch foundation with a legal seat in Holland and offices in Switzerland and Spain. The VCF project portfolio, activities and ambition have been steadily growing, and so has its team.

We are looking for an ambitious and versatile conservation scientist to manage and analyse the increasingly complex datasets, produce technical reports and co-author scientific publications. A key role of the Research Officer is to promote and lead research collaborations amongst universities, NGOs and other research institutions, to facilitate applied research to inform effective conservation action at local, regional and cross-continental scales.

#### Main duties & responsibilities

- ✓ Analyse demographic, productivity data (e.g. demographic trends; population viability analysis; survival of translocated individuals, ecosystem services).
- ✓ Establish and manage vulture databases (demographics, productivity, mortality, etc.).
- ✓ Provide relevant data for conservation status assessments.
- ✓ Analyse tracking data for tagged vultures (e.g. movement patterns and space use).
- ✓ Analysing and mapping risk areas for vulture mortality (e.g. collision risk).
- ✓ Analysis of other existing data sets.
- ✓ Identifying research gaps and directing monitoring efforts.
- ✓ Establish and organise collaboration with research partners (e.g. universities, NGOs and other partners).

- ✓ Producing technical reports and scientific manuscripts.
- ✓ Attending and presenting research and project reports at meetings, workshops and conferences.
- ✓ Keeping up-to-date with published vulture research.
- ✓ Contributing to funding proposals and application.

### **Education - Skills - Experience required**

- ✓ University degree level: MSc or PhD in ecology, conservation biology or closely related field.
- ✓ Experience in leading applied research in conservation biology.
- ✓ Good organisational and planning skills and an ability to adhere to deadlines.
- ✓ Experience in the handling and management of large datasets (including documentation such as data sharing agreements and metadata management).
- ✓ Good networking and communication skills.
- ✓ Ability to determine and set work priorities, organise activities, meet deadlines and monitor projects in a flexible environment with, at times, little supervision.
- ✓ Knowledge and use of relevant data analysis methods and programmes:
  - Methods: movement and ranging patterns; resource/habitat availability and selection; population demographics (viability; survival; reproduction); mortality risk assessment; ecosystem service assessment; general species ecology; general spatial analysis and mapping.
  - Programmes: R statistical software and associated packages; Arc GIS / QGIS; Vortex or equivalent; MARK or equivalent; Movebank; Microsoft Office suite; database programmes.
- ✓ Fluency in English (writing and speaking C1/C2).
- ✓ Working knowledge of at least one other European language and ability to use freely available translation programmes.
- ✓ Able to travel at least 3-4 times a year.

**Job Location:** Home-based in a European country

**Salary and benefits:** 1,500-1,900€/monthly gross depending on country of residence; 25 days annual leave; travel expenses covered by the VCF.

**Documents requested:** CV plus cover letter, to be sent by 26th March to [recruitment@4vultures.org](mailto:recruitment@4vultures.org) in one single pdf file.