



JOB POSTING
HUNTER RECRUITMENT, RETENTION AND REACTIVATION (R3) COORDINATOR
Bismarck, ND

Delta Waterfowl Foundation is seeking qualified applicants for a full-time Hunter Recruitment, Retention and Reactivation (R3) Coordinator to assist in the delivery and expansion of Delta's current R3 programming in both the United States and Canada.

BACKGROUND

Tracing our roots back to 1911, The Duck Hunters Organization continues to be a leading innovator in continental conservation, working to produce ducks and secure the future of waterfowling in North America. Science remains a key pillar of Delta's approach to advocating the right solutions as it relates to waterfowl production, habitat conservation and management, and local, regional or continental policy issues. Delta is the voice for waterfowl hunters, a leading advocate for waterfowl, and home to the largest waterfowl hunter recruitment program in North America.

POSITION SUMMARY

As a member of the Waterfowl and Hunter Recruitment Programs team, the R3 Coordinator is an organized and self-motivated individual with a strong hunting and human dimensions background. This individual assists Delta's VP of Waterfowl and Hunter Recruitment Programs with a variety of tasks, the most critical being oversight and daily management of Delta Waterfowl's hunter Recruitment, Retention, and Reactivation (R3) program portfolio.

ESSENTIAL JOB FUNCTIONS

- Manage operation and delivery of North American First Hunt programming (volunteer, chapter-delivered R3 events).
- Manage operation and continental expansion of Delta Waterfowl's University Hunting Program.
 - Coordinate with wildlife professors to provide an opportunity to future wildlife managers that will produce a more holistic view on hunting and the role that consumptive use plays in wildlife management.
 - Provide participants with continued education and mentorship opportunities as needed; based upon responses from the completed Post event and Follow up surveys.
 - Coordinate and plan the various elements of each University Hunting Program.
- Work with State, Provincial, Federal agencies, and other non-profit organizations to develop and enhance opportunities for First Hunt and University Hunting Program events.
- Create, maintain, and update program evaluation tools and surveys to gather data on program participant outcomes and outputs.
- Keep and regularly update a database of First Hunt and University Hunting Program events and data gathered from survey set.
- Provide regular updates on program and participant outcomes.
- Ensure adequate inventory of First Hunt and University Hunting Program event supplies.
- Write grant proposals and assist the Development team to secure funding as appropriate.

REQUIRED QUALIFICATIONS

- Requires a minimum of a Bachelor's degree in a science-related natural resources field, education, marketing or communications with at least two years related experience and a demonstrated knowledge of waterfowl hunting.
- Excellent interpersonal skills and experience working with multiple stakeholder groups.
- Excellent verbal and written communication skills.
- Must be proficient with Microsoft applications including spreadsheets, internet and computer applications.
- Must be a self-starter with the ability to work independently with minimum supervision and guidance.
- Must have demonstrated leadership skills, possess excellent organizational skills, and work well as a team member.
- Trustworthy and possessing the highest level of personal and professional integrity and quality standards.
- Must be willing to incur overnight travel.

For more information about the position, please contact Joel Brice at 701-222-8857 ext. 5225 or jbrice@deltawaterfowl.org.

APPLICATION PROCEDURES

Please submit the following documents to bsicble@deltawaterfowl.org:

- Cover letter
- Resume

Delta Waterfowl Foundation is proud to be an equal opportunity employer.