



Position Title: Shorebird Monitor

FLSA Status: Hourly, Non-Exempt (not benefit eligible)

Department: Coastal Ecology Program (CEP)

Salary Range: \$15.00- \$16.00 hourly (based on qualifications)

Location: Duxbury Beach, MA

Hours: Variable; including weekends, evenings & holidays; 18-40 hr/wk

Schedule: May to August; additional off-season hours as necessary

About the Organization: The Duxbury Beach Reservation, Inc., a 501(c)(3) charitable corporation, owns approximately 4 miles of Duxbury Beach, a 7.5-mile long barrier beach that extends from Marshfield in the north to Gurnet Point and Saquish in the south. The Reservation's mission is to protect the beach structure, preserve its ecological resources and maintain recreational access. Part of this responsibility is to maintain a Coastal Ecology Program on Duxbury Beach.

Nature of Work: The purpose of this position is to assist in the protection of the listed species Piping Plover (*Charadrius melanotos*) and Least Tern (*Sternula antillarum*). The employee will perform biological field work for the Endangered Species Program, a subset of the Coastal Ecology Program. Throughout the season the employee will collect behavioral and location data on unfledged Piping Plover broods and Least Tern chicks and collect additional data according to provided protocols on the following: Piping Plover nesting and brooding behaviors, Least Tern colony and nursery composition, predator observations, barrier use, Piping Plover brood crossing activity in roads and lots, etc. They will interact daily with the public to provide information and answer questions as necessary and communicate beach rules and regulations in a polite and professional manner. The Shorebird Monitor will help to facilitate safe plover brood travel across roadways and parking lots.

Responsibilities and Duties: *The responsibilities and duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or logical assignment to the position.*

Biological Field Work:

- Daily monitoring of Piping Plover broods and unfledged chicks
- Facilitate temporary road closures for safe Piping Plover brood crossings between oceanside and bayside habitats with the assistance of Shorebird Monitor Supervisors, Field Technicians, Town of Duxbury Beach Operations staff, etc.
- Identify shorebirds of the Eastern U.S
- Maintain Duxbury Beach Reservation field equipment
- With supervision, help to implement and abide by Duxbury Beach Rules & Regulations, the Massachusetts Habitat Conservation Plan for Piping Plover Certificate of Inclusion, and the Duxbury Beach Management & Habitat Conservation Plan

Data Collection:

- Collect and record biological data on foraging plover broods including behavioral and location observations using ArcGIS Survey123
- Collect and record data pertaining to Duxbury Beach Reservation's Habitat Conservation Plan Certificate of Inclusion including but not limited to; visitor information, barrier use, Piping Plover road crossings, enforcement issues, etc.
- Uphold a high standard of data collection

Communication and Public Outreach:

- Attend group and individual trainings throughout the season
- Communicate Duxbury Beach Rules & Regulations to beachgoers in a polite and professional manner
- Interpret Duxbury Beach environmental resources and provide information about Piping Plover and Least Tern breeding ecology
- Consistent communication with other Shorebird Monitors to ensure Piping Plover broods are adequately monitored throughout the day
- Assist other Shorebird Monitors as directed by the Monitor Supervisor(s), Field technician(s) and Program Coordinator
- Accomplish wildlife protection and education objectives of the Endangered Species Program
- Other assigned tasks

Position Requirements:

- Applicants should have or be working toward a B.S. or B.A. in wildlife biology/management or related field
- Experience and interest in field work, avian monitoring, or wildlife observation preferred
- Interest or willingness to learn about the Duxbury Beach Management & Habitat Conservation Plan, Federal and State endangered species acts, Massachusetts and Federal Barrier Beach guidelines, and endangered species management and protection as they pertain to the work carried out under this position
- Must be able to work long hours outside in all weather conditions and be able to lift and carry up to 60lbs across varied and sandy terrain
- Be prepared to work outdoors with exposure to extreme weather conditions in secluded areas. Practice extreme care and safety precautions while on the job including following special safety precautions, training, and wear protective clothing such as coats, hats, sunglasses, boots, etc.
- Be able to actively patrol and survey for avian activity standing up for long hours
- Shorebird Monitors will be required to find their own housing as well as reliable transportation to and from work. Use of personal vehicles may be required to access remote sections of the beach
- Shorebird Monitors will be required to provide their own binoculars
- Complete Duxbury Beach ESP training following position acceptance
- Must have current US work authorization

Special Requirements: Valid Driver's License and ability to operate related program equipment and vehicles. Specific vision abilities required include close, medium, and distance vision, the ability to adjust focus and

distinguish colors and shapes, and the ability to read pertinent documents. Auditory demands include communicating with others on a regular basis and identifying key vocal cues from protected bird species present (primarily Piping Plovers and Least Terns). Ability to use hands and fingers to calibrate and use field equipment such as binoculars and tablets.

Supervision Received: Reports directly to the Duxbury Beach Reservation's Endangered Species Program Shorebird Monitor Supervisors who themselves report directly to the ESP's Field Coordinator and Assistant Field Coordinator.

How to Apply: The Duxbury Beach Reservation, Inc. is an equal employment opportunity employer. To apply, please fill out a job application including resume and cover letter, by going to <https://duxburybeach.bamboohr.com/careers/40>. Your application will not be processed without completion/receipt of the items above. Applicants are encouraged to apply as soon as possible, as interviews will begin in early February. If you have any questions about the position or application process, please email hannah@duxburybeachreservation.org and/or careers@duxburybeachreservation.org with "Shorebird Monitor 2026" in the subject line.