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## ***Job Announcement***

Position: Associate Fish & Wildlife Biologist

Company: Real Time Research, Inc. (RTR; [www.realtimeresearch.com](http://www.realtimeresearch.com)) is located in Bend, Oregon and specializes in biological field studies, data collection, analysis, and technical writing. RTR employees have been conducting fish and wildlife research, monitoring, and evaluation studies in the Pacific Northwest for more than 25 years.

Job Description: RTR seeks a self-motivated professional to support a predator-prey study involving endangered salmonids and piscivorous colonial waterbirds (see [www.birdresearchnw.org](http://www.birdresearchnw.org)). Work involves active and passive tag technologies, aerial and other photographic methods, wildlife surveys, spatial data management, and technical writing. The position will lead field data collection and manage data uploads to cloud-based platforms. Approximately 30% field work and 70% office work.

Candidates with the following four skill areas will receive strong preference:

1. Boating experience on large rivers/lakes including trailering.
2. Photography experience using DSLR, mirrorless, or similar cameras.
3. Uncrewed Aircraft Systems (UAS) experience, including aerial photography.
4. ArcGIS Pro proficiency, especially for spatial data management in geodatabases.

Required Qualifications:

- Bachelor's degree or equivalent in Fish and/or Wildlife Biology.
- Minimum of two years' experience with fish and wildlife tagging/tracking/monitoring studies.
- Trailering and boating experience in large water bodies with a valid boating license.
- Pass criminal background check and have a valid driver's license with a good driving history.
- Experience working with a field crew.
- Able to work outdoors in remote locations and in all weather conditions for extended periods of time.
- Able to lift heavy objects and perform strenuous and repetitive field work.
- Able to travel for extended periods of time.

Preferred Qualifications:

- Experience leading field crews as a field supervisor or crew lead.
- Experience with outboard motor maintenance and troubleshooting.
- Experience conducting colonial waterbird aerial surveys, including UAS, and/or fixed-wing aircraft.
- Proficient with data collection/processing/analysis software (Excel, Access, R) with large, complex datasets.
- Experience writing scientific technical reports and other documents.

Location: Bend, OR, with frequent travel during the field season (March – September) to sites in the Columbia River basin near Tri-cities, WA and Astoria, OR; travel to other field sites as needed. RTR is an Oregon-based corporation and not a multi-state employer.

Closing Date: Until filled (applicants encouraged to apply by 20 February 2026)

Start Date: 9 March 2026 (with some flexibility)

Compensation: Salaried, full-time position ranging from \$4,800 – \$5,300 per month (depending on qualifications). Salary is consistent regardless of weekly hour fluctuations. Travel/living/camping expenses provided while working in the field. PTO, health insurance, and retirement benefits provided within 90 days of employment. Performance bonuses and opportunities for advancement within the company exist.

To apply: Send cover letter, resume/CV, and list of three professional references to Nate Banet at: [nate.banet@realtimeresearch.com](mailto:nate.banet@realtimeresearch.com). Letters of recommendation are encouraged. References checked only after approval by applicant.