



Search Strategies to Locate Local FWCS Resources and Employers

There are SO many organizations dedicated to fisheries, wildlife, and conservation. Learning how to effectively search for these will greatly aid your career. Here we cover general search strategies for positions in our field, and specific job boards and websites for non-governmental, state, and federal jobs.

I. General Search Tips

The most popular job boards in our field are:

- 1) [Texas A&M Wildlife and Fisheries Job Board](#) – the # 1 job board for FWCS, especially for seasonal and technician positions
- 2) [USAJobs](#) – the #1 site for all federal jobs
- 3) [The Conservation Job Board](#)
- 4) [the AZA Job Board \(American Zoological Society\)](#)
- 5) [The Society for Conservation Biology Job Board](#) – like Texas A&M, but with more permanent and “white-collar” positions
- 6) [The Student Conservation Association](#)
- 7) [The North American Association for Environmental Education](#)
- 8) [LinkedIn](#) - this is an excellent platform for professional networking. You can search for jobs directly on the site, sign up for alerts, connect to potential employers, and reach out to connections to ask about potential openings.
- 9) (when attending a conference, search sponsors, officers, board members and presenters to find local resources)

Key Online Search Words

Use your geographical area of interest (state, county, and municipality) combined with variations of the search terms. Locating places to volunteer, intern or work requires you to think critically, problem-solve and be creative – so don’t limit yourself to the words below; use words that fit with your interests or your area. One of the key strategies I use is to look for news articles that involve local fish or wildlife, then find biologists or organizations quoted in the article.

Combine your State, county, or municipality + words below

Field	Common search phrases or position titles
Fish	Fish biologist, fish technician, fish management, fish agency, fisheries science, fish research, fisheries, fish survey, fish consultant, fish conference
Wildlife	Wildlife biologist, wildlife technician, wildlife management, wildlife agency, wildlife science, wildlife refuge, wildlife survey, wildlife conference
Conservation	Natural resources, environmental, ecosystem, advocacy, environmental consultant, watershed, restoration, water quality, land stewardship, land trust, non-profit

Education	Outdoor education, conservation education, outreach, interpreter, nature center, camp
Zoo	Aquarium, zookeeper, animal care, zoo docent, captive breeding, husbandry
Park	Park ranger, nature center, park interpreter, seasonal ranger, park manager, park protection, protected areas
Hatchery	Aquaculture, fish culture, fish farm, shellfish culture, marine aquaculture, freshwater aquaculture, hatchery technician
Wildlife rehabilitation	Wildlife veterinarian, wildlife rehabilitation, wildlife rescue, wildlife center, injured wildlife
Enforcement	Conservation officer, wildlife enforcement, fisheries enforcement, game warden, federal or state law enforcement officer
Habitat	Habitat management, habitat restoration, invasive species, wildlife habitat, fish habitat

II. Non-governmental organizations (NGOs)

Even in rural areas, there are generally multiple non-profit and other NGOs such as consultancies and businesses. These tend to have more flexible operations than governmental organizations, and as such can be a great resource when searching for local internships. Here are some examples of types of NGOs:

- 1) *Non-profits* abound in our field, including Watershed Councils, Land conservancies and Trusts, Nature Education Centers, Natural History Museums, Audubon Societies, and even local non-profits dedicated to international efforts.
- 2) *Private environmental consultants* – these often hire seasonal technicians to conduct biological surveys. Consultancies are generally hired on contract as part of an environmental compliance program.
- 3) *Colleges or Universities that have FW courses* – contact professors or graduate students.
- 4) *Native American Tribes* – most have a Natural Resources Department.
- 5) *Airports* – many have wildlife management programs to protect flight paths.
- 6) *Power and water utilities* – many have FW biologists to help mitigate impacts
- 7) *Department of Defense military installations* – bases often have high quality habitat, and thus have natural resource divisions and biologists to manage their lands and species.

III. State & Local Governments

Every state has an agency responsible for managing and conserving fish and wildlife. Search using your State + fish and wildlife agency Most states have an agency responsible for managing Parks; they employ Rangers and Biologists. Search using your State + Parks For each of these, explore their website for local offices or facilities or google the agency name combined with the name of your town.

[List of State fish & wildlife agencies](#)

[List of State park agencies](#)

Additionally, cities and counties often have natural resource departments. Their websites are excellent resources for local jobs.

IV. Federal Government

Many federal agencies employ biologists at federal offices, labs and facilities. As you research these locations, please spend some time trying to understand in what ways these organizations employ fish or wildlife biologists. The Acronyms below are regularly used; it will serve you to begin recognizing the agencies they represent. Note that these are all federal agencies and state agency acronyms will be different.

[US Fish and Wildlife Service \(USFWS\)](#)

[USFWS Locations USFWS](#)

[National Wildlife Refuge Locations \(Map\)](#)

[US Forest Service \(USFS\)](#)

[USFS Locations US](#)

[Bureau of Land Management \(BLM\)](#)

[BLM Offices/Centers](#)

[US Geological Survey \(USGS\)](#)

[USGS Region Locations](#)

[USGS Locations \(Maps\)](#)

[US Natural Resources Conservation Service \(NRCS\)](#)

[NRCS Locations \(Map\)](#)

[US National Park Service \(NPS\)](#)

[NPS Locations \(Map\)](#)

[US Army Corps of Engineers \(USACE\) \(CoE\)](#)

[USACE Locations \(Map\)](#)

[National Oceanic and Atmospheric Administration Fisheries \(NOAA Fisheries\)](#)

[National Marine Fisheries Service \(NMFS\) & its regional centers](#)

[Environmental Protection Agency](#)

[EPA Lab and Research Center Locations](#)

[EPA Locations \(Map\)](#)

[US Department of Agriculture Extension Service](#)

[National Association Conservation Districts \(NACD\) \(AKA, Soil and Water Conservation Districts\)](#)

[NACD Locations](#)



Oregon State
University