

***Positions and competencies to support LCC development in the Northeast Region***

The Northeast Region has identified the following positions and associated competencies as necessary to support LCC science needs beyond the positions of the **LCC coordinator and science and technology coordinator**. The region intends to develop these capacities as part of the implementation of LCCs. The workforce needs described below are believed to be beyond current capacity within the Northeast Region.

All new positions will be used to bring new capabilities that do not currently exist within USFWS or expand those in the biological planning and conservation design disciplines that are in great demand and short supply. These positions focus on skill sets necessary to conduct the steps of strategic habitat conservation involving biological planning, conservation design, and monitoring and research.

**1. Population modeler(s)** – Simulation modeling, parameter estimation, population viability analyses and quantitative vulnerability assessments, and fitting established and appropriate models with empirical data.

**2. Landscape ecologist / conservation biologist** – Large-systems ecology utilizing a systems approach to developing species-habitat and biotic-abiotic relationship models within which to apply conservation design, adaptive management and research; decision-support tools for field use and determining regional and ecoregional habitat objectives; integrating work of population modelers and GIS specialists.

**3. GIS/spatial analyst(s)** – Spatial analysis and modeling associated with biological planning, conservation design and progress evaluation; spatial data development and management; technical support and consultation to field staff; maintenance of up-to-date biological, physical and cultural data layers for the ecoregion.

**4. Applied statistician** – Expertise in development of statistical design of research projects, power analyses, sample size estimation, decision support tools, monitoring design and statistical analyses of results.

**5. IT specialist / IT systems administrator / database manager / Web manager** – IT and network administration support for specialized hardware and software for population modelers and GIS analysts. Developing tools to analyze and post process output from population models. Developing and maintaining biological and spatial databases for all four phases of SHC; assisting field staff with development of databases. Web duties to assist with internal and external communication and outreach, and development of Web-based decision support tools.