

## Staffing

Staff knowledge, dedication and expertise have been central to the success of the Montana Natural Heritage Program. Over the years, the NHP staff has included some of the most experienced and highly respected zoologists, ecologists, botanists and information managers in the state.

As of December, 2005, NHP staffing consists of 15 full-time and 3 part-time employees. Ten FTEs are considered "core positions"-- essential to operation of the Program and provision of core services. They are:

Director

Systems/Services Manager

Senior Zoologist

Senior Ecologist

Program Botanist

Aquatic Ecologist

Databases Coordinator

Data Technician

Finance/Grants Administrator

Web Programmer (currently .5 of a shared NRIS employee, due to limited funding)

The State Library contract currently provides funding for 4.5 or just under half of the 10 core FTE. The balance of support for these positions comes from partner funding for core services (especially federal agencies that rely heavily on these services), and for specific projects that contribute to the overall mission.

The remaining staff positions are entirely supported by partner-funded projects. These currently include 3 Zoologists, 2 Ecologists, a Project Biologist, Data Assistant and a Finance/Office Assistant (half-time). Other staffing that may vary in number depending on demand and funding levels include data assistants and field biologists. Private contractors are sometimes tapped during the field season to expand survey capabilities without increasing staffing.