

## **Scott T. Ralston**

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URL: This résumé and transcript available for download at <http://skralston.com/Scott/>

US Citizen – North Dakota Native

Marital Status: Married

Birth date: April 2, 1980

### **Highlights**

- I am an ambitious individual who strives to excel in any position assigned. I am a quick learner for any new tasks and have creative ideas to improve programs when appropriate or to be a valuable member of a team. I am a problem solver and am not afraid to ask questions or take direction when needed but can also work independently or take on leadership roles. I am persistent when pursuing an important project. I am very adaptable to change and am very technologically inclined which provides a great partnership with my wildlife management education and background. I am good with people, enjoy hands on work when possible and carry through on projects from start to finish. I am organized, detail oriented and look forward to new challenges.

### **Professional Objective & Considerations**

- To expand my professional career in wildlife related positions, preferably with a federal or state wildlife agency or private conservation organization, and conduct habitat restoration/management/enforcement and/or environmental outreach and research and within that position incorporate aspects of biology, zoology, ecology and geographic information systems (GIS) as well as other new technologies.
- Available Start Date: With reasonable notice
- Willing to attend training if necessary for the position
- Employment Location: Willing to relocate.

### **Education**

- **M.S. in Zoology (*Emphasis in Wildlife Management*):** North Dakota State University, Fargo, ND, December 2004. See Attached Transcript
- **B.S. in Zoology (*Emphasis in Wildlife Management*):** North Dakota State University, Fargo, ND, May 2002. See Attached Transcript for Courses and Grades
- **High School Diploma:** West Fargo High School, West Fargo, ND, May 1998.

### **Work Experience**

- **Fish & Wildlife Biologist (GS-401-09):** Wildlife Biologist in the Partners for Fish & Wildlife Program of the U.S. Fish and Wildlife Service.
  - *Supervisor:* Barry Christenson – Windom Project Leader (Contact Info. In References Below)
  - *Employment Duration:* April 2009-Current
  - *Hours Worked:* 40 hours per week
  - *Compensation:* GS-401-09
  - *Duties:*
    - Administer the USFWS Partners for Fish and Wildlife Program for the Windom Wetland Management District in SW Minnesota cover 12 counties.
    - Work with Private Landowners on habitat improvement projects such as wetland restorations, grass plantings, river restorations and other habitat/wildlife improvement projects providing technical and financial assistance.
    - Seek out and pursue new restoration projects.
    - Work with many different partners including other state, federal and local agencies, wildlife and sportsman clubs, NGO's, private individuals and businesses to accomplish common goals.
    - Leverage annual PFW dollars with partners and grants.



- Work with USFWS Partners for Fish & Wildlife Program and coordinate with Private Lands Biologist in wetland & grassland enhancements, grazing systems and restorations on federal and private lands and also write private lands agreements with landowners on conservation projects.
  - Coordinate, direct & supervise heavy equipment operators/contractors on ditch plugs, sediment removal, water control structures, dams and other wetland restorations or enhancements.
  - Use remote tools such as GIS, GPS as well as on-site laser levels, soil cores/profiles and other survey methods to plan and implement wetland and upland restorations or enhancements and water control structures.
  - Work with conservation buyers for purchase, restoration and protection through conservation easements of priority land parcels not available for fee title acquisition by the USFWS.
  - Write Habitat Management Plans to outline ways landowners can improve wildlife qualities on their properties while still maintaining other goals such as recreation, crop production or grazing. Recommend and implement both FWS conservation programs and other non-FWS programs such as farm bill practices.
  - Develop optimal grass plantings for appropriate habitat and soil types and assist in planting native or tame grass mixtures using hand, ATV or tractor/drill seeding methods.
  - Conduct habitat management & enhancements on federal lands such as Waterfowl Production Areas including mechanical and chemical control of weeds and invasive species, prescribed burning, grazing and monitoring and operate water control structures.
  - Assist Law Enforcement staff on various easement issues including supportive roles in GIS easement violation mapping, aerial surveillance/photography, and investigations.
  - Gather & evaluate biological literature and data to support management decisions and justify actions on federal and private land & provide written and verbal reports to refuge staff, supervisors and other interested parties. Integrate waterfowl (and other wildlife) biology knowledge into all duties to optimize habitat management and protection for federal trust species.
  - Maintain waterfowl nesting structures & predator exclusion fences on federal waterfowl production areas & refuges.
  - Organize and administer the annual four square mile waterfowl pair counts in the Devils Lake District including coordinating staff for the counts. Assist with other biological monitoring such as vegetation and habitat evaluation, heard management for deer, elk & bison at Sullys Hill NGP & disease monitoring/management.
  - Help in other refuge office duties as needed including biological studies, work plans, GIS and other technical support, hiring, coordinating & training seasonal staff as needed, support USFWS staff in writing & acquiring grants to supplement program dollars for specific tasks
  - Conduct prescribed fire burns with the USFWS staff on federal lands for habitat management. Participated on ignition crew, hand-line & engine crew.
  - Conduct outreach including Eco-ed, Hunters education, Hooked on the outdoors, sport shows, public meetings, activities at Sullys Hill visitor's center and other public use opportunities.
  - Create informational resources such as mailings, handouts, brochures & web sites to provide information for our programs & coordinate/communicate with other agencies or organizations.
  - Maintain and repair materials, facilities and equipment as needed
- *Reason for Leaving:* Obtained a permanent status career level position with the USFWS.
- **Biological Technician / GIS Biologist (GS-404-07):** U.S. Fish and Wildlife Service, Devils Lake Wetland Management District
  - *Supervisor:* Brian Wehausen (Contact Info. In References Below)
  - *Employment Duration:* March 2005 - December 2006
  - *Hours Worked:* Full Time
  - *Compensation:* \$35,100 / year (GS-07)
  - *Duties:*
    - Map wetland conservation easement contracts using GIS & historical aerial photography
    - Developed new methods for mapping conservation easement wetlands using current GIS technology which improved accuracy and efficiency over traditional methods.
    - GIS mapping methods I developed are now being used by many USFWS field stations in ND, SD & MN and have been adopted as the new standard for the easement Law Enforcement program.

- Develop and maintain databases for large amounts of data including backup and recovery systems
  - Monitor and record violations on conservation easements through aerial flights.
  - Conduct aerial photography to collect evidence of marked easement violations to be used in law enforcement investigations.
  - Developed new techniques for aerial flight surveys and photography to improve quality, efficiency, navigation capabilities and ease of use.
  - Wrote proposal and budget plan for expanded easement mapping program and improved aerial photography equipment & presented plans to Regional Director. Resulted in expansion of staff and equipment for other field stations. This equipment and modified methods are now used by the HAPET office for wildlife surveys as well as used by refuge staff for aerial surveillance and surveys.
  - Train other staff in use of ArcGIS, ArcPad, Trimble GPS and other geospatial technology.
  - Develop tutorials for reference materials for GIS methods.
  - Assist in hiring seasonal staff for the GIS mapping program.
  - Train and supervising seasonal employees
  - Assist wildlife biologist in research studies including vegetation monitoring, bird surveys, study designs and wildlife population and disease studies.
  - Assist private lands staff in wetland restorations including surveys with laser level, placing ditch plugs & conducting sediment removal.
  - Conduct outreach and education including ND Eco.-Ed., youth career days, Sullys Hill youth programs, SH Bird Festival, University Departmental Seminar, ND Hunters Education and Hooked on the Outdoors programs.
  - Use wildlife photography skills to photo-document local flora and fauna.
  - Participate in Sullys Hill CCP process by creating maps for the CCP manual.
  - Conduct prescribed fire burns with the USFWS staff on federal lands for habitat management. Participated on ignition crew, hand-line & engine crew
  - Create and present power point presentations.
  - Designed, ordered, and installed multimedia components for Sullys Hill multimedia classroom.
  - Provide IT and other technical and computer support for the office complex.
  - Supply technical support for weed inventory Strike Team.
  - Design and maintain district and associated refuge web sites.
  - Assist in various duties at Sullys Hill visitors center and other public use opportunities
- *Reason for Leaving:* Term Appointment, Funding Ended.
- **Prairie Wetland Research:** North Dakota State University Department of Biological Sciences
  - *Supervisor:* Dr. William Bleier (Contact Info. In References Below)
  - *Employment Duration:* January 2005-February 2005
  - *Hours Worked:* Approximately 30-40 hours per week
  - *Compensation:* \$1,200 / month
  - *Duties:* Digitally map prairie wetlands in selected sample units within the Prairie Pothole Region of North Dakota using true color and color infrared aerial photographs as well as national wetlands inventory and digital elevation data layers. Once wetlands basin boundaries were identified wetlands were also classified using standard wetland classification systems. Assist others in the department with scientific research reviews.
  - *Reason for Leaving:* Temporary Appointment
- **Research Assistant:** North Dakota State University Department of Biological Sciences
  - *Supervisor:* Dr. William Bleier (Contact Info. In References Below)
  - *Employment Duration:* May 2002-December 2004
  - *Hours Worked:* Approximately 30-40 hours per week
  - *Compensation:* \$1,200 / month
  - *Duties:* Research Blackbird/Sunflower/Cattail related issues; Conduct annual sunflower damage surveys; Write research proposals; Order, setup, and manage technology and multimedia equipment and software; GIS analysis and interpretation of aerial color infrared photos, Self train and train others in the use of GIS techniques; Mist net passerines; Assist faculty and other graduate students in research and other duties. Analyze, interpret and write reports on data I collected. Assist others in scientific review of research
  - *Reason for Leaving:* Term Appointment and M.S. Graduation

- **Laboratory Technician:** North Dakota State University Department of Biological Sciences
  - *Supervisor:* Dr. Craig Stockwell (Not available for contact)
  - *Employment Duration:* August – December 2001
  - *Hours Worked:* Approximately 10 hours per week
  - *Compensation:* Work Credit
  - *Duties:* Researched White Sands Pupfish life history characteristics; Performed dissections and desiccation processes on pupfish; Recorded and analyzed data; Maintained clean, safe and organized laboratory. Reviewed scientific literature.
  - *Reason for leaving:* Graduated and started graduate school.
  
- **Seasonal Outdoor/Wildlife Educator:** Camp Wilderness Boy Scout Camp, Park Rapids, MN
  - *Supervisor:* Brad Olson (Contact available at request)
  - *Employment Duration:* May – August of 1999-2001
  - *Hours Worked:* 40+ hours per week
  - *Compensation:* \$260 / Week
  - *Duties:* Director of youth conservation work crew (2 years) & Director of shooting sports program (1 year). Educated youth in various aspects of wildlife processes; Designed and maintained hiking paths with ecological preservation in mind; Designed and implemented educational course outlines; Supervised several employees under me and assisted them in running their courses and provided guidance, support and recognition of their accomplishments; Managed and ran safe firearms shooting range and taught firearms safety (rife, shotgun, muzzleloader, archery); Assisted in teaching and running high adventure team building activities and high ropes course. Taught emergency first aid & wilderness survival. Organized and participated in general camp activities, programs and ceremonies.
  - *Reason for leaving:* Seasonal Positions and started graduate school.
  
- **Retail:** Wal-Mart Store #1581 Fargo, ND
  - *Supervisor:* Darrel Marchetta (Not available for contact)
  - *Employment Duration:* July 1998- August 2002
  - *Hours Worked:* Approximately 30-40 hours per week
  - *Compensation:* \$7.40/ hour
  - *Duties:* Sales associate in pets, seasonal, lawn & garden, toys, sporting goods and hardware; cashier; merchandise management and inventory; bike and furniture assembly technician. Specialized in determining needs of customers for bikes and aquariums/fish as well as dealt with customer complains or problems in those areas. Took over as interim pet department manager when the current manager left without a replacement. Provided exceptional adaptability & flexibility and was offered an opportunity to enter management training program but declined for different career interests.
  - *Reason for leaving:* To further my education in graduate school.
  
- **Martial Arts Instructor:** Northwest Martial Arts Academy, Fargo & Devils Lake, ND
  - *Supervisor:* Roy Gilbertson (Contact Info. In References Below)
  - *Employment Duration:* 1994 - 2009
  - *Hours Worked:* Approximately 5-10 hours per week
  - *Compensation:* Variable - Approximately \$400 / month
  - *Duties:* Assistant head instructor at Northwest Martial Arts in Fargo, ND from 1994-2005. Compensation was \$100 per month for about 10 hours of work per week. Head instructor/Owner for Devils Lake Black Belt Academy in Devils Lake, ND. Compensation was approximately \$400 per month for about 6-8 hours per week. Teach self defense as well as competition style martial arts (primarily Tae Kwon Do & Hapkido) to youth and adults. Coordinate and run class activities. Supervise and coordinate assistant instructors. Maintain equipment and facilities. Advertise and solicit new students. Test and promote students to new ranks using standardized evaluations. Train and coach students in competition. Participated on a team for state and national competitions. Organize, coordinate & participate in large & small events such as demonstrations, seminars, and tournaments ranging from a few participants to hundreds of people. Participate in continuing educational training for myself and incorporate new methods into students' curriculum.

## Special Skills

- Experience in laser level topo surveys and associated wetland restoration designing, planning and implementation.

- Experience in sediment / soil determination for invasive species (cattail) control in wetlands & experienced and assisted in developing new sediment removal techniques in prairie wetlands in the Devils Lake, ND area.
- Mechanically inclined with use of tools: Hand tools, power tools, hand/chain-saw, and axe, etc.
- Experience in running power machinery: Forklift, bobcat, snowmobile, 4X4 ATV and UTV, agriculture tractors & sprayers, seeders & trailers, specialty tracked vehicles including march master and track truck.
- Experience with prescribed fire in prairie grasslands & arduous pack tested.
- Primary designer of new conservation easement mapping, surveillance and aerial photography methods used by the USFWS Devils Lake Wetland Management District and other USFWS offices in ND, SD & MN
- Knowledgeable in ESRI ArcInfo GIS including spatial analysis, importing and exporting data in various formats, data layer overlays, raster and vector analysis, creating and manipulating databases, Digital mapping with GPS units and ArcPad, geo-referencing images, cartography.
- Computer knowledge: GIS, Microsoft Office, Photoshop, web page design, hardware and software installation, networking and data backup and recovery.
- I am an ambitious fast learner for new skills, methods or techniques and have a problem solver mentality to overcome obstacles for improving efficiency or effectiveness of a technique.
- Outdoor activities including, but not limited to: Hunting, fishing, camping, hiking, low impact backpacking, canoeing, kayaking, swimming, motor boating, wilderness survival, moderate horsemanship.
- High adventure experience: Climbing, rappelling, belaying, high ropes courses, knots.
- Experienced in use of firearms: Rifle, shotgun, muzzleloader, pistol, archery & ran a firing range.
- Experienced and trained in emergency medicine: First Responder, CPR.
- Experience in leadership and team building.
- Digital Photography / Videography: Composition, Capture and Editing. Specialize in wildlife photography.
- 20+ years of martial arts training including self-defense and restraints.

### **Certifications** (Date of most recent certification or renewal)

- **USFWS/DOI:** Specialty Tracked Vehicle Training (2010)
- **NRCS:** Hydric Soils/Wetland Determination Training (2008)
- **USFWS/PWF Program:** Surveying and Wetland Creation/Dam Building Training (2008)
- **ND State** Commercial Pesticide Applicators License (2007)
- **USFWS/DOI:** Agricultural Tractor & Bobcat Operator (2007)
- **USFWS/DOI:** ATV Safety Training (2006)
- **USFWS/DOI:** Fire Training S-130, L-180, S-190 and LCES Workshop (2005-06), RXCM & FFT2 arduous pack test/red carded (3/2010)
- **USFWS/DOI:** B3 Aviation Safety Training (2006)
- **ESRI:** ArcInfo GIS Online Training Course I (2003)
- **ESRI:** ArcInfo GIS Online Training Course II (2003)
- **USDA-APHIS-WS:** Alpha-Chloralose training. (2003)
- **ND Hunters Education Instructor** (2005-2009)
- **National Safety Council:** Defensive Driver Training Course (2004)
- **Minnesota Department of Transportation:** Class D driver's license. (2006)
- **North Dakota Department of Health:** First Responder. (1997)
- **American Heart Association:** CPR. (2010)
- **National Rifle Association & Boy Scouts of America:** Firearms/Archery safety instructor. (2001)
- **World Tae Kwon Do Federation:** – Kukkiwon, 4th Degree Black Belt. (2004)
- **International Hapkido Association:** Brown Belt. (2003)

### **Publications**

- **Ralston, S. T.,** G. M. Linz, W. J. Bleier., H.J. Homan 2007. Cattail Distribution and Abundance in North Dakota. Journal of Aquatic Plant Management. 45:21-24.
- **Ralston, S. T.** 2004. Quantifying attributes of Cattail (*Typha spp.*) wetlands in the Prairie Pothole Region of North Dakota. M.S. Thesis. North Dakota State University, Fargo, ND.
- **Ralston, S. T.,** G. M. Linz, W. J. Bleier. 2004. Quantification of cattail (*Typha spp.*) in the Prairie Pothole Region of North Dakota in relation to blackbird damage to sunflower. Proceedings of the International Sunflower Conference. Fargo, ND.

## Presentations (Oral and Poster)

- **Ralston, S. T.** 2007. Introduction to Wildlife Photography. Sullys Hill Bird Festival.
- **Ralston, S. T.** 2006. Training seminar teacher for US Fish & Wildlife Service ND, SD, MN New aerial photography and GPS/GIS navigation equipment.
- **Ralston, S. T.** 2006. GIS and Remote Sensing for wildlife management. University of North Dakota GIS Day seminars. Grand Forks, ND. (Oral)
- **Ralston, S. T.** 2006. Geospatial technology in wildlife management. University of North Dakota Geology Departmental Seminar. Grand Forks, ND. (Oral)
- **Ralston, S. T., J. Alfonso** 2005. Digital methods for easement mapping. USFWS Dakota Working Group Easement Manual Meeting. Aberdeen, SD. (Oral)
- **Ralston, S. T., G. M. Linz, W. J. Bleier.** Quantification of Cattail (*Typha spp.*) wetland attributes in the Prairie Pothole Region of North Dakota. Invasive Species Workshop. Bismarck, ND. (Oral)
- **Ralston, S. T.** 2004. Quantifying attributes of Cattail (*Typha spp.*) wetlands in the Prairie Pothole Region of North Dakota using remote sensing and GIS. M.S. Thesis Defense. North Dakota State University, Fargo, ND. (Oral)
- **Ralston, S. T., G. M. Linz, W. J. Bleier.** 2004. Quantification of cattail (*Typha spp.*) in the Prairie Pothole Region of North Dakota in relation to blackbird damage to sunflower. International Sunflower Conference. Fargo, ND. (Oral and Poster)
- **Ralston, S. T.** 2004. Cattail quantification in the Prairie Pothole Region of North Dakota. USDA-APHIS-WS Project Review. Bismarck, ND. (Oral)
- **Ralston, S. T., G. M. Linz, and W. J. Bleier.** 2004. Cattail quantification in the Prairie Pothole Region of North Dakota regarding cattail management for reduction of blackbird sunflower damage. National Sunflower Association Research Forum 2004, Fargo, ND, USA. (Poster)
- **Ralston, S. T.** 2003. Methods for cattail quantification in the Prairie Pothole Region of North Dakota: A research proposal. NDSU Departmental Seminar. (Oral)

## Volunteer Work, Affiliations and Associated Awards

- **USFWS NCTC Class MVP** (2009) – NCTC employee foundation training class MVP for leadership excellence.
- **USFWS Star Award** (2006) – For Duties above and beyond in developing more efficient and better methods for managing of conservation easements.
- **ND Chapter of the Wildlife Society:** (2007) - Member
- **Duck Unlimited**(2007) - Member
- **National Wildlife Federation:** (member since 2000)
- **NDSU Biological Sciences Graduate Student Association:** (2004) - Member
- **Northern Lights Council Camp Alumni Association:** (member since 2003), Board member, Digital mapping and cartography of Camp Wilderness Youth Camp near Park Rapids, MN and maintenance of alumni association web page. Edit and publish quarterly newsletters for the alumni association. 2004-Current
- **Boy Scouts of America:** Eagle Scout, Order of the Arrow Brotherhood, Ad Altare Dei. Served as Assistant Scout Master for Troop 279, West Fargo ND. 1998-2002
- **Camp Wilderness:** Donate time and labor for various projects at the Boy Scout camp. 2002-Present.
- **Northwest Black Belt Association** – Life member, Serve as a board member. Recruit new members, Create & maintain association web site, assist in various events and training sessions.
- **Northwest Martial Arts:** Started in 1988, Outstanding Dedication Award (1995), Male Athlete of the Year (2001), three time North Dakota State Sparring Champion (2000-2002), USA National Competitor (2001-2003), Presidents Award (2003), Tae Kwon Do Master Instructor (2005)
- **International Hapkido Alliance:** (Life Member)
- **National Rifle Association:** (2001)
- **Wal-Mart** – Several special recognition awards for outstanding customer service and development of a new fish/aquarium care manual.
- **Medic One Response Team:** Provided non-profit medical assistance at various sporting events. 1994-2000

## Hobbies

- Hunting, Fishing, Camping, Hiking, Backpacking, Tae Kwon Do, Hapkido, Shooting Sports, Paintball, Aquarium Hobbyist, Sight Seeing (Nature), Amateur web page design, and Wildlife Photography.
- See more about me on my web site including my wildlife photography gallery: <http://skralston.com/Scott/>

## References

### **Barry Christenson**

Relation: Field Station Supervisor  
Title: USFWS Windom WMD Project Leader  
Address:  
49663 County Road 17  
Windom, MN 56101  
Phone: 507-831-8163 #11  
E-Mail: Barry\_Christenson@fws.gov

### **Mark Vaniman**

Relation: Field Station Supervisor  
Title: Former USFWS Windom WMD Project Leader, now current Refuge Manager at Seney NWR  
Address:  
1674 Refuge Entrance Rd.  
Seney, MI 49883  
Phone: 906-586-9851 #11  
E-Mail: Mark\_Vaniman@fws.gov

### **Roger Hollevoet**

Relation: Field Station Supervisor  
Title: USFWS Devils Lake WMD Project Leader  
Address:  
P.O. Box 908  
Devils Lake, ND 58301  
Phone: 701-662-8611 #328  
E-Mail: Roger\_Hollevoet@fws.gov

### **Mark Fisher**

Relation: Former Supervisor  
Title: Private Lands Biologist  
Address:  
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Devils Lake, ND 58301  
Phone: 701-662-8611 #361  
E-Mail: Mark\_Fisher@fws.gov

### **Roy Gilbertson**

Relation: (Friend and Martial Arts Instructor)  
Title: President of Northwest Black Belt Association  
Address:  
158 80<sup>th</sup> Street South  
Glyndon, MN 56547-9488  
Phone: 281-233-3025  
E-Mail: rgilbertso@earthlink.net

### **Dr. William Bleier**

Relation: (Former Supervisor and Academic Advisor at North Dakota State University 2002-2005)  
Title: NDSU Professor and Former Chairperson in the Department of Biological Sciences  
Address:  
North Dakota State University - Biological Sciences Department  
Stevens Hall 218  
Fargo, ND 58105  
Phone: 701-231-8421  
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### **Dr. George Linz**

Relation: (Former Academic Supervisory Committee 2002-2005)  
Title: Project Leader for USDA/APHIS National Wildlife Research Center  
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