



## **EMPLOYMENT OPPORTUNITY – Restoration Biologist**

The West Coast Conservation Land Management Program (WCCLMP)<sup>1</sup> is seeking an enthusiastic and motivated Restoration Biologist to join our team. This position will take a leadership role in implementing a coastal British Columbia estuary monitoring program to determine estuary resiliency at 15 unique locations and implement transformational restoration projects that restore core natural estuarine processes on conservation lands managed by the West Coast Conservation Land Management Program (e.g. removal of dikes, tidal marsh restoration). While estuaries and wetlands will be the primary focus, supporting restoration efforts and inventory work in upland habitats will also be a component of this position.

This unique position offers the successful candidate the opportunity to work for a program that includes two of the leading land conservation organizations in BC as well as the federal and provincial governments. The position will also provide exposure to other partner organizations, First Nations, stewardship groups and community based partners. This is a 5 year term position (note: this position may be extended beyond five years subject to funding).

**Job Title:** Restoration Biologist

### **Responsibilities:**

Working under the direction of the Conservation Land Manager and in collaboration with the Field Operations Coordinator, the Restoration Biologist will have the following responsibilities:

- Coordinate and implement an estuary monitoring program focused on climate change resiliency in collaboration with First Nations and other partners;
- Work with local stakeholders to develop and implement various restoration and monitoring projects;
- Lead and deliver on-the-ground restoration projects with partner agencies (e.g., dike breaching, tidal marsh creation; instream habitat enhancements, terrestrial based prescriptions);
- Coordinate permits and approval processes across a variety of restoration projects;
- Design and implement science-based monitoring protocols for fish, wildlife and vegetation on conservation lands and continue to deliver programs already underway;
- Data collection in the field using various sampling gear and equipment (e.g. water quality meters, dataloggers, fish collection), iPads and other devices;
- Developing project proposals and writing funding applications;
- Supervise field crews and train partner organizations in field data collection; and
- Report writing.

### **Required qualifications, experience, and skills:**

- Candidates must have a positive attitude, a constant desire to learn, be well organized and must be able to work in a fast paced environment with a focus on quality.
- Graduate degree in Biology, Natural Resources Management, Environmental Sciences, or other relevant discipline focusing on restoration, fish, wildlife and/or habitat management.
- Knowledge of coastal flora and fauna of British Columbia.
- Experience leading field sampling programs in estuaries, wetlands, and other aquatic ecosystems.
- Data management and analysis experience.
- Knowledge of coastal and wetland ecosystems and processes.
- Demonstrated experience with restoration projects, and conducting field inventories for fish, wildlife and vegetation.
- Experience working with First Nations, multiple partners and stakeholders in a collaborative environment.
- Experience with data management including MS Excel, Google Earth and creating KMZ files.

## WEST COAST CONSERVATION LAND MANAGEMENT PROGRAM



- Work well in a team environment with little supervision.
- Ability to communicate effectively (orally and written) with people ranging from professional/technical to the general public.
- Comfortable leading meetings and conference calls.
- Ability to research information, analyze data and write reports.

### **Core Competencies<sup>2</sup> for position:**

- Planning, organizing, coordinating
- Teamwork and cooperation
- Partners with stakeholders
- Results orientation

### **The ideal candidate would additionally have the following experience and skills:**

- Registered professional biologist (R.P.Bio., P.Biol.)
- Familiarity with GIS systems
- Complex data management and statistical analysis experience

### **Position Location:**

The position will be based in our Nanaimo office located within the Ministry of Forests Lands and Natural Resource Operations building. Note: this position includes extensive travel throughout Vancouver Island, Central Coast and Haida Gwaii.

**Reporting:** Position will report directly to the West Coast Conservation Land Manager.

**Salary:** Salary is commensurate with experience. The West Coast Conservation Land Management Program offers a competitive benefit package including extended health/dental and group RRSP.

**To apply:** Please forward your résumé and cover letter via email by **4pm July 29, 2019** to Thomas Reid at the West Coast Conservation Land Management Program. In your letter please address how you meet the qualifications and the core competencies identified above.

Contact information:

email: treid@naturetrust.bc.ca

phone: (250) 751-3218

Thank you for your interest in this position. Only those being considered for the position will be contacted.

<sup>1</sup> The West Coast Conservation Land Management Program is a partnership program that includes The Nature Trust of British Columbia, Ducks Unlimited Canada, Environment Canada – Canadian Wildlife Service, the Province of BC and the Habitat Conservation Trust Foundation.

<sup>2</sup> More information about competencies can be found at [http://www2.gov.bc.ca/myhr/content\\_hub.page?ContentID=ee6403bc-acf5-c65f-a0b3-cc5d51fe63c9](http://www2.gov.bc.ca/myhr/content_hub.page?ContentID=ee6403bc-acf5-c65f-a0b3-cc5d51fe63c9)