

Senior Aquatic Biologist



Role Details

Department:	Conservation Stewardship	Start Date:	As soon as possible
Reports to:	Director of Conservation Stewardship	End Date:	March 31, 2024, with possibility to extend

About the B.C. Wildlife Federation

The B.C. Wildlife Federation (BCWF) is British Columbia's leading conservation organization. As a province-wide, member-driven charitable organization, with over 43,000 members and more than 100 member clubs, our organization represents the interests of all British Columbians who aim to protect, enhance, and promote the wise use of the environment for the benefit of present and future generations.

Job Overview – Senior Aquatic Biologist

The BCWF is seeking a Senior Aquatic Biologist with expert knowledge and project managing experience to join our Conservation Stewardship team. Working with our staff, Indigenous communities, landowners, and project partners, this role will help identify and fill knowledge gap, provide mentorship and advisory leadership to promote a long-term management and educational awareness of B.C.'s fish habitats.

To support a workforce that reflects the diversity of our community, women, Indigenous Peoples, racialized individuals, persons of diverse sexual orientation, gender identity or expression (2SLGBTQIA+), persons with disabilities, and others who may contribute to the diversity of our workforce are encouraged to express their interest and apply.

Please review all sections of this job posting. Qualified candidates may submit their resume and cover letter as a single PDF document via email quoting “Senior Aquatic Biologist_FirstName_LastName” to: jobs@bcwf.bc.ca

We will review applications and conduct interviews on the rolling basis and we encourage applicants to apply early. Application will be accepted until the position is filled.

We thank all applicants for their interest and advise that only those selected for an interview will be contacted. For other career opportunities at BCWF, please visit our website - <https://bcwf.bc.ca/current-opportunities/>

Core Responsibilities

- Participate in resource planning, and provide mentorship and advisory leadership to project teams to advance the health and sustainability of B.C.'s fish and aquatic habitats.
- Engage with Indigenous communities, project partners, government agencies, private landowners or property managers to identify potential projects, provide professional advice and guidance.
- Design and develop aquatic habitat restoration and monitoring plans, project proposals and reports.
- Coordinate and oversee all phases of project activities, including permitting, scheduling, heavy machine work, field task delegation, health and safety adherence and stakeholder liaison.
- Facilitate technical training for BCWF staff, project partners, and general public in both field and virtual settings.
- Other duties as directed by BCWF's program leads.

Competencies and Skills

Requirements:

- Must be a Canadian citizen, permanent resident or person whom refugee protection has been conferred under the Immigration and Refugee Protection Act; have a valid Social Insurance Number at the start of employment, and be eligible to work in B.C.

Work Experience:

- A minimum of 7 years of experience in fisheries and aquatic resource work in restoration and monitoring design.
- Experience in project management and working with multi-disciplinary teams and stakeholders, including Indigenous communities, government agencies, funding partners, and the public.
- Experience facilitating training to different audience groups and providing mentorship.

Education:

- Post-Secondary education in Fisheries Biology, Natural Resource Management, or similar discipline.
- Registered Professional Biologist (R.P.Bio.), or equivalent.

Knowledge, Skills and Abilities:

- Extensive knowledge in aquatic resource management and related regulatory requirements in B.C.
- Experience with designing and implementing a variety of fish surveys.
- Experience managing fish habitat and aquatic restoration/creation projects.
- Organizational and critical thinking skills with the ability to prioritize and track multiple projects.
- Strong English verbal and written communication skills.
- Collaboration skills with ability to work effectively and respectfully with a variety of people, including internal teams, First Nations, contractors, project partners and interest groups.
- Demonstrated ability to mentor and inspire peers towards personal and career growth.
- Strong personal alignment with BCWF's mission, goals and values.
- Exceptional attention to detail with the ability to maintain impeccably precise records.
- A commitment to professional ethics with ability to maintain confidentiality and use discretion with sensitive information.
- Proficiency with Microsoft Office and remote work collaboration programs (e.g. Office Suites, Teams, SharePoint, OneDrive)
- Valid Class 5 driver's license

Additional Assets:

- Working knowledge in the history, culture and traditions of B.C. First Nations.
- Experience working with non-profit organizations.

Position Terms & Compensation

Position Terms:

This is a full-time contracted position ending on March 31, 2024, with possibility for extension. Work will be a mix of indoors with a work-from-home setting and outdoors with travelling required to various sites. Hours may be flexible based on project needs. An averaging agreement may be provided during the field season to balance no more than 160 hours over a 4-week period.

Compensation:

Salary: \$65,000-\$105,000, to be reviewed based on experience