

Role Details

Department:	Conservation Stewardship – Wetlands Workforce	Start Date:	As soon as possible
Reports to:	Wetlands Field Coordinator and 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 – Field Crew Supervisor, Southwest Region

Based on the success of the Wetlands Workforce (WW) project, one of the over 60 projects supported by the Healthy Watersheds Initiative in 2021, the BCWF is thrilled to continue the project with support from the Province of BC. The Wetlands Workforce project will improve the health of watersheds while creating economic and skill building opportunities and strengthening relationships with First Nations and Indigenous-led organizations. Learn more about Wetlands Workforce here: <https://wetlandsworkforce.ca/>

Working with field crews, headquarters team, Indigenous communities, landowners, and project partners, the Field Crew Supervisor will play a key role in leading and managing the day-to-day planning safe field operations in the South Coast and Thompson-Okanagan regions. The Field Crew Supervisor will lead and support technicians in effective maintenance and monitoring of restored wetlands and riparian areas. This position will involve extensive travel and networking opportunities within the beautiful southwestern region of the province conducting site visits, maintenance and monitoring work, community engagement, as well as remote office work to prepare for fieldwork and produce technical site reports and prescriptions. Due to travel requirements, hiring preference will be given to candidates based in the Thompson-Okanagan or Lower Mainland regions.

The BC Wildlife Federation is committed to developing a strong community of practitioners that can help support healthy watersheds. Career and technical training will also be available to support the professional development of the successful candidate.

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

“Southwest_Field_Supervisor_FirstName_LastName” to: jobs@bcwf.bc.ca

Please submit application by Mar 26, 2023 11:59 p.m. (PST). However, we will review applications and conduct interviews on the rolling basis, and we encourage applicants to apply early.

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

- Provide guidance, leadership and mentorship to field crew technicians and facilitate a positive work culture.
- Develop work plans and schedules for site maintenance with information from historic data and site visits.
- Support data collection for the calibration of the Wetland Ecosystem Services Protocol (WESP) and the Canadian National Wetland Inventory (CNWI).
- Support data collection for Beaver Dam Analog (BDA) site assessments.
- Supervise and support effective maintenance of wetland and riparian areas, including but not limited to invasive vegetation removal, planting native species, fencing and other structure maintenance and conducting ecological and effectiveness surveys.
- Coordinate procurement of field operations equipment and materials, and maintain all equipment as required and inventory records.
- Retain and coordinate contractors.
- Maintain regular communications with WW headquarters team and adhere to all safety protocols and check-in procedures.
- Ensure health and safety protocols are implemented and adhered to by Field Crew and respond to emergencies or incidents that may occur at work.
- Using ArcGIS field apps and drone, collect and maintain accurate data on maintenance work and environmental surveys, including spatial data outlining treatment areas.
- Prepare technical reports and support WW headquarters team with annual reports and grants documents.
- Engage with First Nations, landowners or property managers, students, project partners and public to promote collaboration efforts and understanding of wetlands.
- Perform other duties as directed by the Wetlands Field Coordinator and the Director of Conservation Stewardship.

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 2 years of experience planning, developing, and supervising site management prescriptions towards ecological restoration, specifically within wetlands and riparian areas.
- Experience managing and maintaining a safe workplace in a wilderness or backcountry environment.
- Experience leading, managing, and coaching a team.

Education:

- A technical diploma or a degree in the field of natural resource management (e.g. Ecological Restoration; Environmental Science; etc.) or equivalent knowledge and experience

Knowledge, Skills and Abilities:

- Valid Class 5 driver's license with a clean driving record, with experience driving long distances and on forest service roads.
- Valid Occupational First Aid Level 1 Certificate or equivalent, or willingness to obtain prior to conducting fieldwork.
- Strong organizational skills and attention to detail with ability to schedule and delegate tasks on a daily, weekly and monthly basis.
- Strong collaboration and communication skills with a positive professional attitude to work with the team and external stakeholders.
- Willing to travel extensively throughout Southern B.C.
- Willing to work extended shifts, up to 14 days, including weekends, extended hours and evenings. Note: averaging agreements will ensure your time is balanced to an average of 160 hours per 4-week period.
- Ability to meet physical demands of the job and endure rigorous fieldwork including, but not limited to carrying equipment through rough terrain and operating heavy power tools.
- Working knowledge of wetland and riparian ecosystems and the associated plant communities, as well as invasive species in B.C.
- Working knowledge of environmental survey and monitoring methods.
- Proficiency in handheld GPS and GIS tools such as ArcGIS including Fieldmaps, Survey123, ArcCollector or other apps for digital data collection in the field.
- Proficiency in Microsoft Office and remote work collaboration programs (e.g. Office Suites, Teams, SharePoint, OneDrive).

Additional Assets:

- Transport Canada Drone Pilot Certificate, RPAS experience, B.C. Pesticide Applicators Certificate, and/or Chainsaw Operators License.
- Desktop mapping experience (e.g., ESRI, QGIS, or ArcGIS Pro)
- Experience working and collaborating with First Nations and Indigenous communities, or other stakeholders and partners on projects.
- Knowledge of soil classification and descriptions.
- A professional designation (e.g., RP.Bio, P.Ag)
- Familiarity with Biogeoclimatic Zones (BEC) and wetland classification.

Position Terms & Compensation

Position Terms:

This is a full-time contracted position ending on March 31, 2024, with possibility to extend. The successful candidate for this position will travel extensively in the South Coast and Thompson-Okanagan regions in B.C. working primarily outdoors during the field season (typically April-November, weather dependent), and work collaboratively with the team in a remote work-from-home setting on office days and during the winter months. An averaging agreement may be provided during the field season to balance no more than 160 hours over a 4-week period.

Compensation:

Wage: \$26-33/hour, to be reviewed based on experience