

Junior Restoration Technician



Role Details

Department:	Conservation Stewardship – Restoration	Start Date:	May 11, 2026
Reports to:	Restoration Project Manager	End Date:	August 28, 2026

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 – Junior Restoration Technician

The B.C. Wildlife Federation is looking for a Junior Restoration Technician to work under the guidance of the Restoration Project Manager and Restoration Practitioner. They will assist with the 10,000 Wetlands Initiative, which aims to use low-tech process-based restoration (LTPBR) to restore wetland, stream and floodplain habitats across BC. The successful candidate will assist with field assessments, project implementation, and effectiveness monitoring at restoration sites. Work may include the installation and monitoring of beaver dam analogues (BDAs), post-assisted log structures (PALS), and other low-tech restoration methods. This role offers valuable, hands-on experience for individuals interested in pursuing a career in ecology, restoration, or conservation. The position provides a unique opportunity to engage in meaningful conservation and stewardship work across B.C., while developing practical field skills and learning from experienced practitioners.

Extensive travel within BC will be required, with up to 10 to 14 days away at a time. Accommodations will include camping and motels. Field work can be remote, occur in difficult terrain and in all weather conditions. Applicants should be capable of and prepared to work on their feet, regularly carry loads up to 22kg (50lbs), and to work with power tools and machinery on a regular basis. For further job description, please review the core responsibilities of the Junior Restoration Technician below.

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.

Qualified candidates may submit their resume and cover letter as a single PDF document via email to: Jobs@bcwf.bc.ca. Please indicate candidate's name in the subject line. E.g. Field_Technician_FirstName_LastName.

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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/>

For more information about this position, you may contact:

Jen Rogers, Restoration Project Manager at Jennifer.Rogers@bcwf.bc.ca

Core Responsibilities

- Liaison with partner organizations, First Nations, BCWF members, and local community stewards.
- Construct low-tech process-based restoration structures including Beaver Dam Analogues (BDAs) and Post-Assisted Log Structures (PALS) using locally sourced vegetation and other materials with a field crew.
- Operate handheld machinery, such as hydraulic or gas-powered post-pounders and chainsaws (training will be provided).
- Conduct field visits of stream and wetland areas to assess suitability for low-tech process-based restoration work. Work includes basic vegetation, hydrology, and geomorphic assessments.
- Use drones and ArcGIS field apps to collect and maintain data.
- Assist with the installation and collection of data using monitoring equipment including but not limited to level loggers, flow meters, water quality meters and drones.
- Assist with the management and analysis of field data and preparing data summary reports and maps.
- Assist with riparian restoration including invasive plant management, native vegetation planting and cattle exclusion measures.
- Coordinate procurement of necessary field equipment and materials, maintain all equipment as required, and update inventory records.
- Assist with outreach and training events, including Indigenous community workshops, field demonstrations, and public training events.
- Adhere to safety requirements and protocols in the field.
- Prepare technical reports and support the headquarters team with annual reports and grant-related deliverables.
- Respectfully interact with members of the public, private landowners, partnering organizations and members of participating First Nations.
- Provide support for other BCWF projects and initiatives as needed.
- Perform other duties as directed by the Restoration Project Manager and Director of Conservation Stewardship.

Competencies and Skills

Requirements:

- Must be 15-30 years of age (*Due to funding 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.

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Work Experience:

- Experience working and traveling with a small team.
- Experience working in a wilderness or backcountry environment.
- Experience using technology for digital data collection.

Education:

- A technical diploma or a degree in the field of natural resource management (e.g., Ecological Restoration; Environmental Science; etc.) is an asset.

Knowledge, Skills and Abilities:

- Valid Class 5 driver's license with a clean driving record and capable/confident in driving long distances.
- Willing to travel extensively throughout the province.
- Willing to work extended shifts, up to 14 days, including weekends, extended hours and evenings based on project needs. (Note: averaging agreements will ensure your time is balanced to an average of 160 hours per 4-week period.)
- Strong collaboration and communication skills with a professional and positive attitude to work with the team and external stakeholders.
- Attention to detail and critical thinking skills.
- Knowledge of wetland, stream and riparian ecosystems
- Strong work ethic and self-starter, able to effectively manage multiple priorities, and adapt to change within a fast-paced environment.
- Ability to meet physical demands of the job and endure rigorous fieldwork, including but not limited to carrying equipment through rough terrain, working in the stream and repetitive bending and lifting.
- Proficiency in Microsoft Office and remote work collaboration programs (e.g., Office Suites, Teams, SharePoint, OneDrive).
- Experience using GIS software including ArcGIS Pro, ArcGIS Online, and QGIS.

Additional Assets:

- Valid First Aid Certification, Transport Canada Drone Pilot Certificate, Chainsaw Safety Certification, Electrofishing Certification, and/or B.C. Pesticide Applicators Certificate.
- Experience in safe operation of 4WD trucks on forest service roads, power tools, and other field equipment.
- Working knowledge of ecological restoration, including low-tech process-based restoration techniques, and environmental monitoring methods.
- Knowledge of soil classification and descriptions.
- Experience with handheld GPS and GIS tools such as ArcGIS including Field Maps, Survey123, ArcCollector or other apps for digital data collection in the field.
- Experience with the use of hydrology monitoring equipment and data analysis.
- Experience working and collaborating with First Nations and Indigenous communities, or other stakeholders and partners on projects.

Position Terms & Compensation

Position Terms:

This is a full-time contracted position ending on August 28, 2026, with the possibility to extend. The successful candidate for this position will travel extensively in B.C., working frequently outdoors under



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various conditions. The candidate will also work collaboratively with the team in a remote work-from-home setting on office days. An averaging agreement may be provided during the field season to balance no more than 160 hours over a 4-week period.

Compensation:

Wage: \$21-23/hour, to be reviewed based on experience.