

*The
Couchiching
Conservancy*

P.O. Box 704 • Orillia ON L3V 6K7



JOB DESCRIPTION

Field Biologist

The Couchiching Conservancy

Reports to: Conserved Lands Manager

Location: Orillia, Ontario

Duration: Permanent, Full-Time

Wages & Benefits: \$18/ hr for a 37.5 hr work week & employee benefits plan

Deadline for Submissions: Friday April 16th, 2021, 4 pm

Start Date: Early May, 2021

The Couchiching Conservancy is a non-profit charitable land trust with 10,000 acres of significant habitat under our management in the Lake Couchiching region. The Conservancy's mandate is to protect the special natural features of the Couchiching region for present and future generations, and we achieve this goal through acquisition of land and stewardship projects on both public and private land.

We are seeking a Field Biologist with strong field identification skills and a desire to mentor others to carry out a wide variety of tasks related to the management and protection of our nature reserves. This junior position requires knowledge of central Ontario ecosystems, technical know-how, and a team mindset.

An increasingly important engine for the stewardship and maintenance of our nature reserves is a volunteer base of approximately 170 people. We commit significant staff resources to train and support volunteers for activities including species at risk and invasive species monitoring & control, trail maintenance, and small construction projects. It is our goal to implement the most relevant and complete suite of citizen science and maintenance activities possible for each property under our management. Working with the Conserved Lands Manager and the Citizen Science Coordinator, the Field Biologist will help to achieve this goal.

Information on the Land Stewardship and Property Maintenance volunteer programs can be found on our website: [Volunteer - Couchiching Conservancy](#)

Key Responsibilities:

Execution of stewardship programs and projects, to achieve conservation targets including:

Citizen Science, Land Steward, and maintenance Programs

- Recruit, Train & Coordinate volunteers for stewardship programs and projects including the land stewardship, invasive species, and trail maintenance programs
- Maintain database and analyze data for monitoring programs
- Citizen science report-writing, presentations, and event planning

General Property Stewardship and Science

- Monitor, assess and report on achievement of conservation targets, species occurrences, habitat, critical threats and liability issues on all CC managed properties
- Respond to property maintenance issues as they occur
- Generate mapping for acquisition, reporting, and communications
- Invasive species strategy development and action
- Generate ecological assessments and inventories for properties under CC management
- Update Property Management Plans as scheduled
- Ecological reports for priority research, conservation program activities and public policy submissions
- Species records and data management
- Property tours, public speaking and event support

Acquisitions

- Acquisition campaign support
- Generate reports to support acquisition process (Ecological Land Classifications, Property Management Plans, biological inventories, and eco-assessments)
- Evaluate and advise Executive Director on conservation values of potential acquisitions and easements

Skills and Qualifications Sought:

1. A university degree in one of the following disciplines or equivalent:
 - Ecology
 - Plant/Wildlife Biology
 - Ecosystem Restoration
 - Environmental Science
2. Strong Field I.D. skills, especially Species at Risk.
3. The skills and desire to enable others to achieve our stewardship and conservation goals.
4. Skill surveying vegetation communities and vascular plants.
5. Certification in Ecological Land Classification or equivalent.
6. Assessment and management of wildlife habitat including rare and at-risk species.

7. Training in the identification & control of invasive species
8. The use of GPS and basic digital map making skills
9. Ability to work independently both in the office and in the field.
10. Physically fit and comfortable in the wilderness.
11. Excellent oral and written communication skills.
12. Well-organized and able to manage time effectively
13. Experience in the use of Microsoft Office & electronic messaging.

A valid Ontario driver's licence and access to a vehicle in order to undertake site visits and attend meetings and events is required.

Assets:

- Experience developing conservation programs involving volunteers
- Environmental Education
- Bush and light construction skills
- Arc GIS
- Surveying
- Photography & Video Editing
- Knowledge of Environmental Non-Profits and Land Trusts

Working Conditions:

- Work in remote and rugged areas on CC owned and managed properties
- Work from a home office until pandemic conditions permit a safe return to our office
- Should be based in the Couchiching region, or nearby, due to extensive field work required
- Access to CC benefits as full-time employee
- Travel required to visit CC managed properties and attend meetings and events
- Flexible work hours to attend a variety of activities, events and programs

Please submit your resume and cover letter to dorthea@couchconservancy.ca by 4 pm on Friday April 16th, 2021.