



Position Title: GIS Tech/Conservation Analyst

Location: Orillia, ON

Employment Type: Full time Temporary (one-year maternity leave position)

Reports to: Conserved Lands Manager, Executive Director

Compensation: \$55,000 annual salary

The Couchiching Conservancy is a non-profit charitable land trust with 58 nature reserves and easements currently under our care. 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. Since 1993 we have helped to protect over 15,200 acres in our region, and continue to grow.

We are seeking a GIS Tech/Conservation Analyst to fill a maternity leave. The GIS Tech/Conservation Analyst will work independently and collaboratively with our staff and volunteer stewardship teams, focusing on mapping needs for land securement, stewardship projects, community science, conservation threats, and strategic conservation planning. The role involves strong skills in use of ArcGIS mapping software, data analysis software like R and Python, and use of field & scientific data to create maps.

Key Responsibilities

- **Spatial Data Management & Mapping**
 - Collect, organize, and analyze spatial data related to habitats, species at risk, land cover, and ecological features.
 - Produce high-quality maps and visualizations for conservation planning, acquisitions, reporting, and community outreach.
 - Maintain and update GIS databases to support long-term conservation projects.
- **Ecological Analysis & Planning**
 - Support habitat connectivity modeling, ecological corridor mapping, and land prioritization projects.
 - Assist in identifying sensitive ecosystems, alvar communities, wetlands, forests, and other critical habitats.
- **Fieldwork & Data Collection**
 - Use GPS and mobile mapping tools like Landscape to collect field data on vegetation, species, and habitat boundaries.
 - Integrate field observations into GIS systems to improve accuracy and support ecological restoration projects.
- **Collaboration & Reporting**
 - Work with stewardship staff to translate data into actionable conservation strategies.
 - Provide mapping support for grant applications, landowner outreach, and stakeholder engagement.
 - Prepare technical and non-technical map products for reports, presentations, and interpretive signage.

Protecting nature for future generations

Mailing: Box 704, Orillia, ON L3V 0X6 | Office: 1485 Division Rd West, Orillia, ON L3V 6H2
www.couchichingconserv.ca | 705-326-1620



Qualifications

- Degree or diploma in Geography, Environmental Science, Ecology, Natural Resource Management, Biology, or a related field.
- Proficiency in **GIS software (ArcGIS)** and spatial analysis tools.
- Experience with **GPS tools, and ecological data collection**.
- Strong understanding of conservation biology, land management, and ecological principles.
- Ability to translate complex spatial data into clear, accessible maps and graphics.
- Excellent organizational and communication skills, with attention to detail.
- Successful applicants must have a valid Social Insurance Number and be legally entitled to work in Canada.

Assets (Nice-to-Have Skills)

- Knowledge of Ontario's natural heritage systems, species at risk, and ecological land classification.
- Experience working with non-profits, land trusts, conservation authorities, or government agencies
- Familiarity with drone mapping or advanced spatial modeling techniques.
- Graphic design skills for producing visually engaging conservation maps

Working Conditions

- Daytime, Monday to Friday
- Primarily office work with some fieldwork required, possibly in rugged outdoor conditions.
- Based in the Couchiching region
- Travel required to visit CC managed properties and attend meetings and events
- Access to CC benefits as a full-time employee

How to Apply: Submit a resume, cover letter, and example of a map you made with relevant features to meghan@couchconservancy.ca with the email subject line, **Application: Conservation Analyst**. Applications will be accepted continuously until the position is filled.

We are committed to building an inclusive and diverse workplace. We encourage applications from individuals of all backgrounds, including Indigenous peoples, visible minorities, persons with disabilities, women, and members of the 2SLGBTQ+ community.

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