



Stewardship Technicians

Positions available: 2

Organization: The Couchiching Conservancy

Location: Orillia, Ontario, Canada

Reports to: Conserved Lands Manager

Duration: 16 weeks Start Date: May 1, 2026 Wage: \$20 / hr (35 hours / week)

Accommodations: Available if required

Deadline to Apply: March 1 2026

The Couchiching Conservancy is a non-profit charitable land trust that has helped to protect 15,209 acres of environmentally significant land in the Couchiching region. The Conservancy's mandate is to protect the special natural features of the region for present and future generations, and we achieve this goal through land acquisition and stewardship projects on both private and public land. We are currently responsible for the stewardship and management of 59 nature reserves and conservation easements under our protection. We are committed to diversity, inclusion, and reconciliation.

Position Overview:

The Couchiching Conservancy is seeking two enthusiastic individuals to join our team as Stewardship Technicians for the summer. This role offers the opportunity for training in Best Practices for habitat management, including invasive species control, climate change adaptation, and species at risk recovery efforts. Technicians will participate in targeted management of forests, grasslands, wetlands, alvar, and other habitats. They will participate in events that involve Community Science volunteers in Species at Risk Monitoring Programs. Technicians will also be trained to use conservation software for mapping and data handling and receive guidance in pursuing careers in conservation. Works hours will be weekdays with an occasional weekend day for volunteer events, and activities will be coordinated by the Conserved Lands Manager. Safety equipment and training are provided.

Key Responsibilities:

Habitat Management & Species at Risk Recovery

- Implement site-specific invasive species management activities to support native habitat restoration, climate resilience, and species at risk recovery. These may include mapping, monitoring, manual removal, herbicide application under supervision of a Licensed Applicator, or other actions with the Reserve Steward.
- Assist with habitat management of grasslands, alvar, forests, and wetlands. Actions may include mitigation of damage from climate-change driven events, restoration, or species at risk recovery actions.
- Assess management effectiveness and identify emerging threats, climate-related stressors, and priority areas for future work.
- Collect accurate qualitative and quantitative field data, including photo documentation and spatial data during all visits to nature reserves and conservation easements to support long-term monitoring and adaptive management.



- Enter and organize data using Landscape Conservation Software and other organizational databases.
- Coordinate closely with the Reserve Steward, Conservation Analyst, and Conservation Biologist to align field activities with conservation objectives.

Volunteer Engagement & Stewardship

- Support Community Science Monitoring programs by assisting with volunteer events, data collection, and monitoring with the stewardship team.
- Communicate field findings clearly and respectfully to volunteers, fostering stewardship, safety, data quality, and positive community relationships.

Qualifications:

Successful applicants must:

- Be eligible for Canada Summer jobs (15-30 years old, legally eligible to work in Canada, be a citizen, permanent resident, or hold valid refugee status, and have a valid SIN number at start of position).
- Be passionate for nature and environmental conservation.
- Have the ability to identify terrestrial invasive plants in our region and familiarity with invasive species control methods.
- Have strong interpersonal communication skills.
- Be comfortable speaking with diverse groups of people.
- Ideally have previous experience in conservation, biological sciences, or other land stewardship.
- Well-organized with an attention to details.
- Good written and verbal communication skills.
- Decision-making and problem-solving skills.
- Ability to work independently and as part of a team.
- Valid driver's license and access to reliable transportation.
- Ability to do fieldwork in remote and/or challenging terrain and variable weather conditions.

Preferred Qualifications:

- Familiarity with local conservation efforts, responsible land stewardship, and/or The Couchiching Conservancy's mission.
- Knowledge of the Not-for-Profit sector and charitable organizations is an asset.
- Indigenous applicants will be considered strongly. We value diversity on our staff and all qualified applicants are encouraged to apply.

How to Apply: Submit a resume and cover letter to meghan@couchconservancy.ca with the email subject line, Application: Invasive Species Technician. Join us in connecting with the community and inspiring action for protecting nature! The deadline to apply is 1 March 2026.