



Job Posting

Job Title: Watershed Biologist

Reports to: Manager, Watershed Management Program

Salary Range: \$58,210 - \$68,375

Purpose

The Watershed Biologist is responsible for leading the development and delivery of science based monitoring programs related to water quality, water quantity and watershed health, including the development of data collection and management standards and protocols.

The Watershed Biologist will also provide technical expertise in the areas of aquatic and terrestrial biology to Authority staff and partners, and develop and implement education, restoration and stewardship programs and projects that support a healthy watershed.

Primary Responsibilities (This is not an exhaustive list)

1. Design, implement and produce reports related to watershed monitoring programs including identification of sample collection protocols, equipment maintenance requirements, training, data management and reporting with a focus on water quality, water quantity, aquatic health and overall ecosystem integrity.
2. Develop data management protocols and standards to ensure that data and information related to monitoring and natural heritage is accessible and secure.
3. Support the Planning Ecologist in the delivery of development-driven monitoring programs.
4. Develop and deliver stewardship and restoration programs and projects on conservation lands, public and private property in partnership with various stakeholders.
5. Develop and deliver education programs for a variety of audiences.
6. Synthesize data from complex monitoring programs into cohesive, well-written reports, watershed report cards, informational products and technical correspondence.
7. Provide technical support to Otonabee Conservation staff, Board of Directors, municipalities and the general public as required.
8. Prepare reports for presentation to the Board of Directors and attend meetings as required.

9. Represent the Authority at conferences, workshops, and meetings including municipal council meetings and on local and provincial committees; develop and maintain effective working relationships, and serve as the “window” to municipalities, the media, the public, etc. in matters of aquatic and terrestrial biology and related issues.
10. Assist with the training and supervision of volunteers, interns and summer staff.
11. Liaise with ministries, agencies, consultants, academics and other organizations to ensure a coordinated approach to natural resource management and environmental protection within the watershed and maintain effective partnerships and client relations.
12. Maintain a current working knowledge of relevant government environmental and resource management policy, biological science and principles, natural resource management and watershed stewardship, related to the protection of natural heritage features.
13. Participate in departmental and Authority strategic planning and provide input to the development of programs and policy.

Skill

- Degree in biology or a related discipline, or equivalent education and experience.
Minimum 3 years of relevant progressive experience
- Demonstrated project management and strong computer skills
- Knowledge of relevant provincial and federal legislation including The Fisheries Act, the Conservation Authorities Act, the Environmental Assessment Act, the Species at Risk Act, the Oak Ridges Moraine Act and Conservation Plan, the Lakes and Rivers Improvement Act, and the Public Lands Act
- Sound working knowledge of the theories and principles of natural resource management, including fisheries, terrestrial, wetland and aquatic ecosystems.
- Demonstrated ability to write and speak for maximum results by presenting information that will motivate, persuade, engage or influence others
- Valid Ontario Class G driver’s license and clean driving record
- Criminal & Vulnerable Sector Check

Core Competencies

Accountability

Takes personal ownership and responsibility for the quality and timeliness of work commitments; follows organizational guidelines, professional standards, regulations and principles; demonstrates reliability and integrity on a daily basis; determines what will be accomplished including the required steps and actions that incorporate regulations and

principles consistent with organization practices; recognizes errors in processes and practices and recommends corrective action; takes responsibility and ownership of mistakes.

Critical Thinking

Monitors and analyzes the internal and external environment to identify current and future opportunities, challenges and risks; uses multiple sources in order to gather complete and accurate data; reflects on past experience and organizational practices and processes in order to develop consistent action plans; anticipates when situations will require higher level support and involves the right people in addressing needs in order to develop outcomes.

Planning and Organizing

Accurately estimates duration and level of difficulty of tasks and projects and sets goals, objectives and work plans to complete; develops, maintains and oversees multiple plans that impact others, aligns necessary resources in order to ensure completion of plans; anticipates obstacles and has contingency plans, demonstrates judgment and flexibility as necessary.

Provides superior service to both internal and external customers; revises approach or actions based on client concerns or additional information; recognizes potential problems and works to resolve issues before they progress.

Teamwork

Works cooperatively and effectively with others to reach a common goal; participates actively in group activities fostering a team environment; communicates effectively to team members regarding job task, responsibilities and project process; shares knowledge and experience with team members and others and solicits input and feedback from others.

Effort

- Fatigue resulting from focusing and juggling multiple priorities, high degree of concentrated attention, focused thinking/analysis
- Occasionally, traverse irregular or uneven surfaces and terrain while carrying equipment for monitoring/testing.

Working Conditions

- Working time is spent in a combination of office and field environments.
- Occasionally traverse irregular terrain and/or work in wet insect infested areas.
- Occasional exposure to inclement weather.
- Occasional travel outside working hours.
- Occasionally extend or modify hours of work to attend meetings, seminars, workshops or complete field work.