

**Position Title:** Lead Biologist – Native Pollinator Initiative

**Contract Period:** August 15, 2016 to March 31, 2018 (with possibility of extension depending on funding)

**Salary:** Annual salary is \$50,000, less those deductions, withholdings or contributions which are required by law. Salary includes 2 weeks of paid vacation per year. Given the nature of the work, a flexible schedule is required, and some weekend and holiday work will be necessary.

**Position Summary:**

The Lead Biologist provides overall coordination for Wildlife Preservation Canada's (WPC's) Native Pollinator Initiative, which includes conservation breeding programs for native bumble bees in Ontario and the Taylor's Checkerspot butterfly in B.C., and an active role in multi-partner collaborations including BumbleBeeWatch.org and Karner Blue Ontario. A large portion of the position will consist of direct management of the Ontario bumble bee project, including supervision of staff, field surveys, captive colony maintenance, outreach and partner engagement. Additionally, the Biologist will actively seek new opportunities to develop research and recovery activities for native pollinator species across Canada.

**Major Responsibilities**

- Coordinate and conduct roadside and on-site bumble bee surveys to locate populations of declining species of bumble bees, including the Endangered (provincially and federally-listed) Rusty-patched and Gypsy Cuckoo Bumble bees. Obtain relevant permits and permissions for all field site access.
- Lead development, implementation, and evaluation of a captive breeding program for the Yellow-banded Bumble bee, including associated surveys and collection (i.e. nest searching, collection of queens and workers, recording of ecological requirement data).
- Coordinate and ensure appropriate care of captive bumble bee colonies, including securement of facilities, selection and training of staff in Ontario; lead the development of protocols in collaboration with any/all facility partners (e.g. York University, University of Toronto).
- Work in collaboration with University partners (e.g. York University) to develop, implement, and evaluate research using captive colonies to investigate causes of decline, e.g. effects of neonicotinoids.
- Lead development, implementation, and evaluation of citizen science survey programs.
- Provide support for BumbleBeeWatch.org, including review and identification of photo submissions, evaluation of smartphone apps and website updates, volunteer recognition, and other items as required.
- Supervise and mentor staff and volunteers.

- Ensure accurate record-keeping of all field data. Input and/or review and analyze field data and citizen science data.
- Prepare proposals and budgets for grant applications and other fundraising initiatives as required.
- Maintain detailed program budget and ensure that expenditures stay within the identified amounts.
- Write and/or assist with reports for funders, governments, landowners, WPC (for internal and external use), and other audiences as necessary.
- Develop and present the science communication and outreach components of the Pollinator Program (e.g. in-person presentations, print materials, blogs, social media, online educational materials and traditional media), and provide timely content for WPC's social media efforts.
- Develop and maintain relationships with stakeholders, government employees, landowners and partners.
- Actively participate as the WPC representative in Karner Blue Ontario.
- Actively participate in Recovery Implementation Group meetings for Garry Oak Ecosystem invertebrates, which includes Taylor's Checkerspot butterfly.
- Work with the Lead Biologist of B.C. Projects to maintain positive relationships with existing Taylor's Checkerspot recovery partners, and seek additional partner opportunities, particularly for future expansion and research related to the conservation breeding program.
- Work with the Conservation Programs Director and regional Biologist to develop, implement, and evaluate activities and research for the Taylor's Checkerspot recovery project in B.C.
- Actively seek opportunities to expand the Pollinator program and provide knowledgeable input and advice to the Executive Director, Conservation Programs Director, and other WPC staff with respect to potential new research and recovery activities and partners for pollinator conservation in Canada. Lead work to develop, implement, and evaluate new projects as appropriate.
- Assist the Conservation Programs Director in making decisions through the collection, interpretation and dissemination of information pertinent to WPC's expanding conservation program.

### **Qualifications, Skills, Expertise and Qualities for this position:**

- Minimum M.Sc. in relevant field (e.g. Biology, Environmental Science, Entomology) and 5+ years of applied experience.
- Demonstrated knowledge and experience in ecological study design, statistical data analysis and report writing.
- Demonstrated knowledge and experience in ecology and species at-risk issues.
- Demonstrated plant and insect identification skills, with an emphasis on pollinators and pollinator-friendly plants. Bumble bee identification skills are an asset.
- Demonstrated ability to write successful grant applications an asset.
- Excellent oral and written communication skills, including the production and review of scientific and technical documents, outreach materials, and media pieces (social and traditional).
- Excellent organizational, planning, and problem solving skills, with an ability to multi-task and perform under pressure to meet deadlines.
- Budget management experience an asset.
- Supervisory experience an asset.
- Ability to work both in a team and independently.
- Proficient with the use of MS Office (Word, Excel, PowerPoint) or similar.
- Proficient with the use of social media (e.g. Facebook, Twitter).
- Willing and able to travel across south-central Ontario. Occasional travel outside of Ontario may be required. A driver's licence is required.
- Valid First Aid and CPR certification is an asset.
- Physically fit and able to endure working in rough terrains, variable weather conditions, and with exposure to biting and stinging insects.
- Able and willing to work long hours and be away for multiple days at a time, including weekends.
- Camping experience, including sleeping in tents and cooking outdoors, is an asset.

To apply please send a cover letter, resume, and contact information for three references to: [jobopportunities@wildlifepreservation.ca](mailto:jobopportunities@wildlifepreservation.ca). Please submit your application as a single PDF or MS word file attachment and include in the email subject heading "Lead Biologist – Native Pollinator Initiative Application". Please apply ASAP as the position will be filled as soon as a suitable candidate is found (applications will not be considered after June 24, 2016).

We thank you for your interest, however **only individuals considered for an interview will be contacted.**