



Position: Reptile and Amphibian Program Biologist
Project: Reptile and Amphibian Initiative
Anticipated Start Date: March 1, 2022
Position Type: Full-time (37.5 hr. /wk.), 9 months fixed term contract, with possibility of renewal or extension subject to performance and funding
Wage: \$16-18 /hour depending on experience plus 4% vacation pay
Hours of Work: Flexible daily and weekly schedule to suit project needs and weather conditions. Some evening and weekend work will be required.
Location: Wildlife Preservation Canada's head office is located in Guelph, Ontario. Flexibility to be home-based and/or work remotely. This position will require periodic multi-day to multi-week travel for field work within Ontario south of Sault Ste. Marie.
Reports to: Reptile and Amphibian Program Development Coordinator

BACKGROUND

According to the Committee on the Status of Endangered Wildlife in Canada (COSEWIC), more than 40 amphibian and reptile species are currently threatened or endangered. More than a third of these species have been identified as requiring some form of hands-on intervention to recover. Wildlife Preservation Canada's national reptile and amphibian program develops and promotes best practices for four key conservation techniques: translocation, headstarting, conservation breeding, and *in-situ* intervention.

GENERAL DESCRIPTION

Wildlife Preservation Canada (WPC) is seeking a Reptile and Amphibian Program Biologist to assist with activities related to their Reptile and Amphibian Initiative. Working under the direction of the Reptile and Amphibian Program Development Coordinator, the Reptile and Amphibian Program Biologist will contribute to various projects related to herpetofauna species at-risk recovery. After an initial orientation and training session, the position will be mostly remotely supervised by WPC's Reptile and Amphibian Program Development Coordinator with regular meetings. This position provides a unique opportunity to gain diverse experience across a wide range of active amphibian and reptile projects in Ontario, while developing new holistic and collaborative opportunities.

DUTIES AND RESPONSIBILITIES

- Assist with multi-partner Blue Racer project including spring field research, late summer road mortality surveys, habitat restoration, community outreach, report writing, and other duties as directed.
- Assist with planning and logistics of meetings, workshops, and events (e.g., provincial-scale snake and turtle conservation meetings)
- Assist with partner coordination on collaborative projects, e.g., genetic sampling in priority areas
- Data compilation to assist with prioritizing and developing projects as part of long-term planning for WPC's Reptile and Amphibian Initiative
- Contribute to compilation and review of Beneficial Management Practices documents as needed (e.g., Ontario turtle ex-situ conservation action, Blue Racer habitat management)



- Contribute to WPC's communication efforts, including social media, blogs, newsletter articles, outreach materials, etc.
- Contribute to the writing of funding applications, prepare reports as required in grant agreements, and ensure that expenditures are kept within budget.
- Give presentations to WPC's supporters or other groups about the work of WPC and/or specific projects that WPC is involved with.
- Participate in other projects and duties (e.g., data entry and summary, report preparation)

ELIGIBILITY

This position will be partially funded through ECO Canada's Science Horizons Youth Internship (<https://eco.ca/environmental-professionals/employment-funding-and-job-board/apply-for-job-funding/>). To be considered for this position, candidates must meet the following requirements:

- Be age 30 or under
- Be a Canadian citizen, permanent resident, or hold refugee status in Canada
- Have a post-secondary accomplishment (some exceptions apply)

REQUIRED EDUCATION, SKILLS & EXPERIENCE

- An undergraduate university degree in Biology or college diploma in related field (or equivalent).
- An understanding of amphibian and reptile biology and conservation issues
- Hands-on field research experience in biological conservation of herpetofauna, such as:
 - Safely riding a bicycle/hiking/physical labour for ~6 hrs./day for multiple days in a row, in poor weather with biting insects and in challenging habitats.
 - Conducting biological surveys/inventories, adhering to data collection protocols, and recording detailed & legible field notes.
 - Minimum of 1 field season conducting snake surveys/inventories, and skilled at safely identifying, capturing, handling, and processing Ontario snakes.
- Field project management skills, experience supervising staff remotely
- Good data management and analysis skills
- Familiarity with animal husbandry practices and captive breeding programs
- Familiarity with re-introduction and translocation techniques and practices

ADVANTAGEOUS SKILLS & EXPERIENCE

- Graduate degree in a biologically related field
- Demonstrated ability to publish results in peer-reviewed journals
- Experience in fundraising and grant writing
- Track record of partnership projects in nature/wildlife conservation
- Excellent organizational and project management skills (e.g. managing budgets and schedules)
- Strong time management skills
- Strong oral and written communication skills
- Strong work ethic (focus, professionalism, punctuality, and honesty)
- Strong interpersonal skills, including facilitation, and fostering smooth relationships with co-workers, superiors, partners, field contractors, and volunteers
- Ability and willingness to work independently and seek clarification on a regular basis.



- Valid G-class Ontario driver's licence and use of own vehicle for work purposes is an asset
- Standard or wilderness first aid certification
- Experience conducting road mortality surveys and identifying a range of reptiles and amphibians found dead-on-road in Ontario
- Experience surveying for and working with Massasauga rattlesnake (or other venomous snakes).
- Completion of relevant training courses (e.g. herpetofauna survey course, project management course).
- Experience conducting public outreach and education.

DIVERSITY, EQUITY, and INCLUSION:

Saving endangered species is strengthened by and requires contributions of people of diverse backgrounds, heritage, knowledge, experiences, and identities. WPC values the diversity of the people we employ and that we work with. We strive to promote equity, diversity, and inclusion in our workplace. We are committed to selecting and developing employees to create a diverse, inclusive, and equitable organization and therefore encourage applications from all qualified individuals.

HEALTH AND SAFETY

Health and safety training will be provided by the Reptile and Amphibian Program Development Coordinator and will include identification of safe practices while working in field conditions with venomous snakes, during a pandemic, on/near roads, while travelling to field sites, and in inclement weather. The location of first aid supplies will be identified. The Reptile and Amphibian Program Biologist will be covered by Ontario Workers' Compensation and must travel in vehicles with adequate insurance during employment. The employee must agree to adhere to all health and safety protocols and regulations (e.g., Government of Ontario Occupational Health and Safety regulations).

This position requires travel across Ontario, participation in outreach events, living and working in close proximity with partner staff from organizations including some that will require their employees and contractors to be vaccinated, and regular interaction with other WPC employees and volunteers. In addition to following WPC's safety guidelines for operating during a pandemic, the selected candidate must therefore be fully vaccinated against COVID-19 to ensure the health and safety of our employees, our volunteers and partners, and the communities we operate in.

TO APPLY

Please submit your cover letter and resume **as a single PDF or MS word file attachment** to: Hannah McCurdy-Adams, Reptile and Amphibian Program Development Coordinator, hannah.mccurdy-adams@wildlifepreservation.ca, and use the email subject heading '**Reptile and Amphibian Biologist Application**'. Application deadline is January 30, 2022 at 11: 59 pm EST. All applicants must be legally eligible to work in Canada. We thank you for your interest and for applying. Please note that only individuals selected for an interview will be contacted.