



Position:	Project Biologist – Ojibway Prairie Reptile Recovery (OPRREC)
Location:	Windsor, ON
Type of Position:	Full-time (37.5 hr. /wk.), 2 years
Anticipated Start:	7 - 14 Feb. 2022
Rate of Pay:	\$45,000 per annum
Hours of Work:	Flexible daily and weekly schedule to suit project needs and weather conditions. Working weekends and holidays may be required.

GENERAL DESCRIPTION

Wildlife Preservation Canada (WPC) is seeking a Project Biologist to assist with implementation of activities related to the OPRREC program (wildlifepreservation.ca/ojibway-prairie-reptile-recovery/). The overall goal of this program is to recover the populations of Massasaugas and other at-risk reptiles at the Ojibway Prairie Complex and Greater Park Ecosystem (OPCGPE) in Windsor and LaSalle, ON. The Project Biologist will coordinate all aspects of a distinct Project focused on recovery of the Butler's Gartersnake, including; 1) project planning and development, 2) landowner outreach and engagement, 3) implementation of habitat enhancement and threat mitigation, and 4) biological surveys and effectiveness monitoring. The position will be based out of downtown Windsor, with field work occurring at the Ojibway Prairie Complex and Greater Park Ecosystem (OPCGPE), and elsewhere in Essex County. The Project Biologist will report to the Lead Biologist on a regular basis to provide updates, discuss ongoing progress and problem solve.

DUTIES AND RESPONSIBILITIES

1. Coordinate and oversee development and implementation of an annual work plan.
2. Conduct standardized artificial cover object and/or barrier fence surveys targeting Butler's Gartersnakes in order to monitor distribution, abundance, threats, and/or effectiveness of threat mitigations and habitat enhancements.
3. Develop a Habitat Management Plan to identify priority sites and techniques for habitat enhancement targeting Butler's Gartersnake, and then engage and assist willing landowners in priority areas in the undertaking of habitat enhancement projects.
4. Coordinate implementation of communications and outreach components of the Project including landowner and stakeholder education and awareness, and delivery of talks to local community groups or at other events, where feasible.
5. Hire, train, and manage a small team of field staff and/or volunteers
6. Update any program protocols prior to each field season.
7. Apply for and acquire any necessary permits and authorizations to carry out the Project.
8. Ensure all project expenditures are kept within budget.
9. Ensure annual entry of all field season data.
10. Oversee data management and report preparation (e.g., data entry, summary, and analysis), preparation of manuscripts for publication, and other related tasks as required.
11. Ensure all grant agreement obligations are fulfilled, including deliverables and reporting requirements.
12. Lead the writing of new grant applications as opportunities arise to expand or extend the project.
13. Develop and maintain good working relationships with all relevant partners, stakeholders, and landowners, including the OPRREC Working Group.



14. Provide regular content for WPC's social media, i.e., Facebook/Twitter/blog, working closely with the Office Administrator and Fundraising & Communications Manager to ensure project "news" and achievements are publicized in a timely manner.
15. Investigate and pursue opportunities as they arise to work with local partners on the monitoring of threat mitigation structures (e.g., ecopassages) and techniques (e.g., mitigation translocations using artificial hibernacula).
16. From time to time, undertake other tasks as identified by the Lead Biologist.

REQUIRED EDUCATION, SKILLS & EXPERIENCE

- Post-graduate degree in biology or related field.
- Minimum of 3 field seasons conducting snake surveys/inventories, and skilled at safely identifying, capturing, handling, and processing Ontario snakes. Priority will be given to candidates with prior experience surveying for and working with Butler's Gartersnakes.
- Solid educational and/or experiential background in field-based project management, population monitoring and management techniques, data management and analysis, husbandry practices and captive breeding programs, re-introduction and translocation techniques and practices, and small population management.
- Strong organizational and project management skills, time management skills, analytical skills, and oral and written communications skills.
- Proven ability to adhere to data collection protocols and record detailed & legible field notes.
- Strong interpersonal and team building skills, including conflict management, facilitation, and fostering smooth relationships with co-workers, superiors, partners, field contractors and volunteers; Experience leading others in a professional, academic, or volunteer capacity.
- Exceptional work ethic and attention to detail; highly self-motivated, professional, honest, reliable, punctual, demonstrates initiative and willingness to go the extra length.
- Ability to get things done with minimal guidance and direction.
- Experience using relevant equipment for snake monitoring (e.g., snake bags and bucket, PIT tags, radio-telemetry gear, hand-held GPS units, two-way radios, digital cameras, borescope, and/or trail camera, laptop computer)
- Physically fit and able to: a) Lift heavy objects (e.g., woody debris and small logs), b) Work safely outdoors on your feet for extended periods of time, in poor weather (e.g., rain, extreme heat) and/or in challenging habitats (e.g., thorns, thickets, & biting insects).
- G-class driver's licence and access to a vehicle.

ADVANTAGEOUS SKILLS & EXPERIENCE

- Standard or wilderness first aid certification.
- Experience identifying a range of plants and animals found in southwestern Ontario.
- Experience evaluating threat mitigation structures (e.g., snake barrier fencing, ecopassages).
- Experience PIT tagging vertebrates, and specifically snakes.
- Completion of Ontario Reptile and Amphibian Survey course (or equivalent).
- Experience using mapping software to display data and create maps (e.g., ArcGIS, Google Earth).



- Experience conducting public outreach and education.
- Bilingual (English and French)
- Residing in the Windsor/Essex region.

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 to be provided by the Lead Biologist and will include identification of safe practices while working with snakes, in field conditions, on roads, in a pandemic, and in inclement weather. The location of first aid supplies will be identified. The Project Biologist will be covered by Ontario Workers' Compensation and must travel in vehicles with adequate insurance during employment.

WPC is committed to the health and safety of our employees, partners, and communities. With this commitment in mind, WPC complies with all public health guidelines (provincially and/or federally, as applicable). In addition to following WPC's safety guidelines for operating during a pandemic, it is strongly recommended that the selected candidate be fully vaccinated against COVID-19, as per Health Canada and Ontario public health recommendations, to ensure the health and safety of our employees, our partners, and the communities we operate in. WPC will provide reasonable accommodation if the successful candidate cannot be vaccinated due to grounds protected by human rights legislation in the province of Ontario, or if the candidate agrees to complete all Duties and Responsibilities in such a way that eliminates working in-person with others, including staff, partners, and members of the public.

TO APPLY

Please submit your cover letter and resume as a single PDF or MS word file attachment to: Jonathan Choquette, OPRREC Lead Biologist, ojibwayreptiles@wildlifepreservation.ca, and use the email subject heading "OPRREC – Project Biologist". Application deadline is 11:59pm, 30 January 2022, however, applications will be assessed as they are submitted. Only individuals considered for an interview will be contacted.

Thank you for your interest!