



<b>Position:</b>	<b>Project Biologist – Ojibway Prairie Reptile Recovery (OPRREC)</b>
<b>Location:</b>	Windsor, ON
<b>Type of Position:</b>	Full-time (37.5 hr. /wk.), 1–2 years
<b>Anticipated Start:</b>	15 April – 13 May, 2024
<b>Rate of Pay:</b>	\$45,000 – \$48,900 per annum, depending on experience
<b>Hours of Work:</b>	Flexible daily and weekly schedule to suit project needs and weather conditions. Working weekends and holidays may be required.
<b>Benefits:</b>	Inclusion in WPC’s standard benefits package

### 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/](http://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 two distinct Projects focused on recovery of the Butler’s Gartersnake and the Blanding’s Turtle, 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 annual work plans for the Butler’s Gartersnake and Blanding’s Turtle Recovery Projects.
2. Conduct standardized artificial cover object, barrier fence, road mortality and/or canoe surveys targeting Butler’s Gartersnakes and Blanding’s Turtle in order to monitor distribution, abundance, threats, and/or effectiveness of threat mitigations and habitat enhancements.
3. Using an existing Butler’s Gartersnake Habitat Management Plan, engage willing landowners in priority areas, and assist with or lead (as appropriate), the undertaking of habitat enhancement or threat mitigation activities.
4. Identify and pursue opportunities to work with local partners on the implementation and evaluation of threat mitigation structures (e.g., ecopassages) and techniques (e.g., mitigation translocations using artificial hibernacula).
5. Hire, train, and manage a small team of field staff and/or volunteers.
6. Update field survey and animal care protocols as required prior to the start of individual projects.
7. Apply for and acquire all necessary permits and authorizations to carry out project activities, and complete all permit reporting requirements.
8. Complete all relevant grant agreement obligations in full, including deliverables, milestones and reporting requirements.
9. Oversee data collection (e.g., using standardized forms) and data management (e.g., regular entry and backup of all field data), and complete basic data summary and analyses required for reporting.



10. Assist in development and management of Project budgets, and ensure all project expenditures are kept within budget.
11. Identify potential funding streams to expand or extend the Projects and lead the writing of new grant applications as opportunities arise.
12. Draft, edit, and submit manuscripts detailing results of Project activities for publication in peer-reviewed journals.
13. Coordinate implementation of communications and outreach components of the Projects including landowner and stakeholder education and awareness, and delivery of talks to local community groups or at other events where feasible.
14. Develop and maintain good working relationships with all relevant partners, stakeholders, and landowners/managers, including co-chairing of the OPRREC Working Group.
15. 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 updates and achievements are publicized in a timely manner.
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 and turtles. Priority will be given to candidates with prior experience surveying for and working with Butler's Gartersnakes and/or Blanding's Turtles.
- 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)
- Able to: a) Lift heavy objects (e.g., woody debris and small logs), b) Work safely outdoors on your feet or in a canoe for extended periods of time, multiple days in a row, and 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

- Experience publishing in a peer-reviewed journal.
- 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
- Standard or wilderness first aid certification.
- 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 and turtles, in field conditions, on roads, 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. This position qualifies for participation in WPC's standard health and dental benefits program.

#### TO APPLY

Please submit your cover letter and resume as a single PDF or MS word file attachment to: Jonathan Choquette, OPRREC Lead Biologist, [jchoquette\[at\]wildlifepreservation.ca](mailto:jchoquette[at]wildlifepreservation.ca), and use the email subject heading "OPRREC – Project Biologist". Application deadline is 11:59pm, 14 April 2024, however, applications will be assessed as they are submitted. Only individuals considered for an interview will be contacted.

**Thank you for your interest!**