



## WILDLIFE PRESERVATION CANADA

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| <b>Position:</b>          | Research Biologist   |
| <b>Project:</b>           | Eastern Loggerhead Shrike Recovery                                       |
| <b>Location:</b>          | Remote; some travel required throughout southern Ontario                 |
| <b>Type of Position:</b>  | Full time (37.5 hrs/wk), temporary (11 months); covering maternity leave |
| <b>Rate of Pay:</b>       | 20\$/hr., plus 4% vacation pay   |
| <b>Anticipated Start:</b> | 27 January – 10 February 2025  |

### GENERAL DESCRIPTION

Wildlife Preservation Canada (WPC) is seeking an experienced biologist to assist with implementation of the Eastern Loggerhead Shrike Recovery Program in Ontario. The Loggerhead Shrike is critically endangered in Canada with fewer than 70 breeding individuals found annually over the last decade. Since 2003, WPC has been coordinating the Eastern Loggerhead Shrike Recovery Program, which is a multi-faceted program that includes wild population monitoring, captive breeding and release of juveniles, habitat stewardship, and public outreach/education. This position will assist in all aspects of the core program and take a lead role in completing Loggerhead Shrike Species Conservation Planning (SCP) actions. This position will give the candidate diverse experience in the breadth of work associated with species at-risk recovery programs.

Work will be largely from-home in the winter, with travel required in the spring and summer to support field activities in southern Ontario.

### RESPONSIBILITIES

Reporting to the Lead Biologist, the Research Biologist will assist with all aspects of project management for the Loggerhead Shrike Recovery Program. Specific duties will include:

- Assisting with production of summary reports for funding and permitting agencies, and other groups as required
- Assisting with the writing of funding applications as opportunities arise
- Assisting with the hiring, training, and managing of seasonal staff
- Data entry and analysis, and writing of associated reports and/or manuscripts
- Supporting the Lead Biologist in field activities including wild population surveying and monitoring, as well as trapping/banding of wild adults
- Supporting the Lead Biologist in activities related to the conservation-breeding program, including transfer of birds between sites, and banding of juveniles prior to release
- Supporting the Lead Biologist in collaborations with research partners
- Supporting the science communication and outreach components of the Loggerhead Shrike Recovery Program, including creating content for social media, writing blog posts, assisting with print media as requested, and attending outreach events
- Completing actions identified in the Loggerhead Shrike Species Conservation Planning Report (conducting literature reviews, discussing findings with Canadian and U.S. program partners)
- Additional tasks as required

## **REQUIRED SKILLS AND EXPERIENCE**

- Strong interest in biology, conservation, and fieldwork, with at least a post-secondary degree or diploma in a relevant discipline.
- Experience supervising field staff and volunteers and/or managing field research projects.
- Strong organizational skills.
- Detail-oriented and able accurately record and manage data.
- Strong written and oral communication skills, including writing for various audiences (scientific and general public).
- Strong interpersonal skills, and the ability to maintain positive relationships with a variety of stakeholders.
- A valid driver's license is required, as is access to a vehicle for the duration of the contract.
- Ability to work professionally and safely in variable weather conditions, and with minimal supervision.
- Experience with nest searching, colour band identification, and call playback surveys.
- Previous wild bird handling and/or banding experience, prior experience with animal care/husbandry.

## **ASSET SKILLS AND EXPERIENCE**

- Completion of a graduate degree in a biologically-related field, or equivalent level of knowledge/experience
- Familiarity with grassland birds, and the ability to identify the majority of eastern grassland species by sight and sound
- Experience with nest searching, colour band identification, and call playback surveys.
- Previous wild bird handling and/or banding experience, prior experience with animal care/husbandry.
- Science communication skills, including virtual and in-person presentations
- Knowledge of Ontario's network of conservation organizations
- Familiarity with basic power tools

## **ELIGIBILITY**

This position may be funded through government youth employment initiatives which require candidates to be:

- 30 years of age or younger at the beginning of the employment period
- Hold a post-secondary degree or diploma in a relevant discipline
- A Canadian citizen, permanent resident, or a person on whom refugee protection has been conferred under the Immigration and Refugee Protection Act
- Legally entitled to work in Canada in accordance with relevant provincial legislation and regulations

Please indicated in your application if you meet these criteria.

## **DIVERSITY, EQUITY, AND INCLUSION**

Saving endangered species requires contributions of people of diverse backgrounds, heritage, knowledge, experiences, and identities, though many of these voices have been excluded from conservation. WPC is committed to promoting equity, diversity, and inclusion in our organization, and we welcome applications from all qualified individuals. We encourage those from historically marginalized groups—including racialized, Indigenous, and 2SLGBTQIA+ people, those with differing abilities, and other equity-deserving groups—to self-identify in their cover letter, if they feel comfortable, so we may consider their application accordingly.

**TO APPLY**

To apply please send a cover letter and resume to: Helmi Hess, Acting Lead Biologist– Eastern Loggerhead Shrike Recovery, [h.hess@wildlifepreservation.ca](mailto:h.hess@wildlifepreservation.ca). **Please submit your application as a single PDF or MS word file and include the email subject heading “Research Biologist Application”**. Applications will close at 11:59 p.m. (EST) on January 1, 2025 and suitable candidates will be contacted for interviews January 6-10 2025. We thank all who apply, but only those selected for an interview will be contacted.