



WILDLIFE PRESERVATION CANADA

42 Carden St, Guelph ON, N1H 3A2

admin@wildlifepreservation.ca

wildlifepreservation.ca

1-800-956-6608

Position:	Mottled Duskywing Wildlife Biologist (Norfolk)
Project:	Native Pollinator Initiative
Location:	Norfolk, Ontario
Type of position:	Full-time (37.5 hours /week)
Duration:	8 weeks (May 11 – July 3, 2026), with potential to extend to the end of August (pending confirmation of funding)
Rate of pay:	\$21.00/hr commensurate with experience, plus 4% vacation pay; field accommodation provided
Hours of work:	Flexible to suit project needs and weather conditions. Working some weekends will be required.

GENERAL DESCRIPTION

In Ontario, the Mottled Duskywing is listed as Endangered, a status which was precipitated by historical loss and fragmentation of oak savanna habitat and other human induced pressures. The Ontario Butterfly Species at Risk Recovery Team have been working on plans to reintroduce Mottled Duskywing to formally occupied locations since 2017. Pinery Provincial Park was chosen as the first location for reintroduction because of the quality and extent of suitable habitat present. Based on the success of the Pinery reintroduction program, the Recovery Team started reintroduction to several sites in Norfolk County in 2024. We are seeking enthusiastic, up-and-coming field ecologists to join our 2026 field team to monitor introduced Mottled Duskywing in Norfolk County. Access to a vehicle is required.

RESPONSIBILITIES

The wildlife biologist will work closely with Dr. Ryan Norris (University of Guelph) and biologists at Wildlife Preservation Canada and Natural Resource Solutions Inc. to conduct releases and post-release monitoring of captive-reared Mottled Duskywing, butterfly mark-resighting and vegetation surveys. The wildlife biologist will lead and be responsible for overseeing all aspects of establishing and executing a monitoring program of an introduced population endangered of Mottled Duskywing (*Erynnis martialis*) (MODU) at several sites in and around the St. Williams Conservation Research Reserve. The project aims to achieve the overall recovery goal of the species in Ontario by re-establishing this species at formally occupied locations. This multi-disciplinary and collaborative project involves releasing captive reared individuals in different life stages and monitoring their establishment and dispersal within the park using mark resighting and distance sampling methods.

Specific tasks and responsibilities include:

- field crew scheduling and coordination of day-to-day activities
- oversight of data management, organization of field equipment, and storage of samples
- regular communication with the collaborative partners on the project
- oversight and participation in field program (daily surveys to monitor released MODU)
- comprehensive population monitoring (DNA samples, dispersal corridors, vegetation etc.)
- ensure all field activities adhere to established protocols



WILDLIFE PRESERVATION CANADA

42 Carden St, Guelph ON, N1H 3A2

admin@wildlifepreservation.ca

wildlifepreservation.ca

1-800-956-6608

- organize outreach events and public communication as opportunities arise with the public

REQUIRED SKILLS AND EXPERIENCE

- A strong interest in butterfly ecology, entomology, and/or conservation
- Ability to work independently with limited supervision; recognizes when clarification of correct procedures is necessary
- Demonstrated flexibility to meet project needs
- Demonstrated accuracy and attention to detail in all aspects of work, including data collection
- Excellent work ethic, dependable and positive attitude are essential
- An affinity for being outdoors and working well within groups
- Physically fit and able to endure hiking outside in rough terrains, variable weather conditions (especially heat), and with exposure to biting and stinging insects, and poison ivy.
- Personable, with good communication skills, a positive attitude, and highly self-motivated

ASSET SKILLS AND EXPERIENCE

- Plant and butterfly identification skills, Ontario species especially
- Enrolled in, or possessing a background from, an applicable college or university program (e.g., biology, ecology, environmental science, wildlife biology, zoology, or other similar disciplines)
- Proven comfort handling insects, including butterflies, in a field setting
- Experience conducting biological surveys and working with species-at-risk
- Valid First Aid and CPR certification

SKILLS AND KNOWLEDGE GAINED FROM THIS POSITION

- Butterfly and plant identification
- Non-lethal population surveying
- Butterfly husbandry
- Understanding species at risk recovery processes
- Time management
- Problem solving
- Data entry and management
- Science communication

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

- between 15 and 30 years of age at the beginning of the employment period
- a Canadian citizen, permanent resident, or person on whom refugee protection has been conferred under the Immigration and Refugee Protection Act; and
- legally entitled to work in Canada in accordance with relevant provincial legislation and regulations



WILDLIFE PRESERVATION CANADA

42 Carden St, Guelph ON, N1H 3A2

admin@wildlifepreservation.ca

wildlifepreservation.ca

1-800-956-6608

Please indicate in your application if you meet these criteria.

Saving endangered species is strengthened by and requires contributions of people of diverse backgrounds, heritage, knowledge, experiences, and identities. WPC values the people we employ and that we work with and strive to promote equity 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.

TO APPLY

To apply, please fill out this form and attach a cover letter and resume as a single PDF or MS word file attachment: <https://forms.gle/aeFM45CWGMXYCdVz9>

Applications will be assessed as they are submitted, so early applications are encouraged.

We thank all who apply, but only those selected for an interview will be contacted.