



St. Clair Region Conservation Authority Job Posting

Position Title: Watershed Biologist
Job Type: Full time, Contract (Maternity Leave Cover)
Duration: 22 Months
Department: Biology Department
Immediate Supervisor: Manager of Biology
Competition Number: BIOP3
Salary: \$37.83 - \$44.54
Hours: 35 hours per week, with some evenings and weekends

Position Summary

The St. Clair Region Conservation Authority is hiring a Watershed Biologist. The Watershed Biologist will report to the Manager of Biology and will be responsible for delivering and leading environmental programming and monitoring involving water quality, benthic macroinvertebrates, freshwater fishes, freshwater mussels, Species at Risk and stewardship. The position will include data entry, the development of technical and academic reports, education and outreach activities.

Duties and Responsibilities

- Implement and lead environmental monitoring projects and species recovery programs including:
 - Category 1 Provincial Water Quality Monitoring (PWQMN), Healthy Lake Huron and other water quality monitoring programs as required
 - Eastern Spiny Softshell Captive Hatch and Release Program
 - Eastern Foxsnake Nesting Network
 - Freshwater fishes inventories and research
 - Freshwater mussel inventories and research
- Provide expertise to SCRCA committees such as the Stewardship Review Committee, Planning and Regulations Review Committee, and other committees as required
- Liaise with the municipal drainage community to host knowledge transfer events and implement stewardship projects on municipal drains; attend site visits, project identification and implementation
- Prepare technical reports, presentations and project proposals and assist with database management and analysis
- Assist with the development and delivery of outreach and engagement events
- Assist with work plans and collaborate on grant applications and sponsorship proposals

- Assist with the creation of communication materials including articles, newsletters, website and social media content, maps, pictures, videos, presentations, etc.
- Apply for permits and licenses related to monitoring programs and research
- Supervise and provide technical direction to contract staff and volunteers
- Engage and collaborate with colleagues, community partners, researchers, rights holders, and stakeholders.
- Other duties assigned by supervisor

Credentials and Experience

- University degree in biology or environmental science or acceptable combination of education and training relevant to position
- 3-5 years' experience in biological monitoring, research and inventories. (backpack electrofishing, mussel surveys, reptile surveys, OSAP, calibration of monitoring equipment)
- Strong identification and handling skills of native taxa including fishes, mussels and herpetofauna
- Experience with KISTERS WISKI, KiQWM, and KiECO software to manage and analyze biological data (Asset)
- Experience operating and calibrating multiparameter sensors and monitoring software
- Family Level Benthic ID certification (Asset)
- Ontario Wetland Evaluation System (OWES) certification (Asset)
- Possess and maintain adequate physical fitness to meet demands of field work
- Proficient with Microsoft applications (Word, Excel, Outlook, PowerPoint) to support data management, analysis, and reporting
- Strong ability to communicate effectively
- Ability to work well with colleagues and members of the public
- Valid First Aid training and certificate
- Possess Ontario Class G Driver's license

Work Environment/Conditions

- Usual office conditions, regular fieldwork in all seasons, exposure to inclement weather conditions and natural hazards (poison ivy, mosquitoes, ticks, working around water)
- Communicable diseases from biting insects.
- Electrical hazard
- Traversing uneven terrain, slopes, and wading through watercourses
- Some irregular hours
- Some travel
- Interaction with landowners on private property

Work Pressure:

- This position will include a varied schedule of evening and weekend hours during the months of May and June and is heavily fieldwork based.
- Some work repetition related to data entry and reviewing/interpreting data
- Meeting deadlines for reports
- Need to operate, maintain, and calibrate all monitoring equipment
- Must organize and plan work efficiently, meeting deadlines
- Must handle concurrent demands and establish priorities
- Must achieve accuracy and thoroughness in all aspects of work
- Lifting up to 50 lbs and hiking up to 3 kms per day

Location:

SCRCA Administration Building, 205 Millpond Crescent, Strathroy, Ontario and AW Campbell Conservation Area, Alvinston, Ontario.

Hybrid Work Policy

The SCRCA offers a hybrid work environment where eligible employees will be able to work remotely 2 days per week, with the requirement to attend the Administration Office or designated workplace on the remaining 3 days of the week. Field season will affect the implementation of this policy.

Application Due Date: April 25th, 2025

Start Date: May 2025

Additional information about the SCRCA is available on our website at www.scrca.on.ca.

Please submit your cover letter and resume by **April 25th, 2025**, outlining how your experience meets the necessary qualifications to: jobs@scrca.on.ca indicating the competition Number **BIOP3** and position in the subject line.

We thank all applicants for their interest, however only those selected for an interview will be contacted.

Accommodation will be provided in all parts of the hiring process as required under the *Accessibility for Ontarians with Disabilities Act (AODA)*, Integrated Accessibility Standards Regulation. Applicants need to make their needs known in advance.

The St. Clair Region Conservation Authority is an Equal Opportunity Employer