

The Natural Heritage division of the Central Lake Ontario Conservation Authority (CLOCA) is seeking a self-motivated individual to carry out all aspects of the annual monitoring program for terrestrial resources. Responsible for developing and implementing the annual monitoring program for terrestrial resources. Responsible for contributing this terrestrial resource information and expertise to the natural heritage database, watershed and sub-watershed planning, conservation area management planning, and special projects. Develops and implements stewardship and restoration projects that contribute to improving watershed health. Maintains terrestrial and other natural heritage information and data. Supports the development, and implementation of CLOCA's Invasive Species Strategy.

The Central Lake Ontario Conservation Authority (CLOCA) is a community-based agency that works in partnership with watershed municipalities to protect the natural environment. CLOCA provides environmental services within the Region of Durham, from the Oak Ridges Moraine to Lake Ontario - from Ajax/Pickering in the west to Clarington in the east. CLOCA encompasses a 627 sq. km mix of rural and urban landscapes; owns and manages over 2,250 hectares of conservation lands.

SUMMARY

Reporting to the Director of Watershed Planning & Natural Heritage, the Terrestrial Biologist is responsible for the following:

RESPONSIBILITIES

Terrestrial Resources

1. In coordination with the Natural Heritage Ecologist, responsible for the development and implementation of CLOCA's annual terrestrial monitoring program, being one of four components in CLOCA's Integrated Watershed Monitoring Program.
2. Conducts, organizes, and participates in CLOCA's annual terrestrial monitoring program and natural heritage inventories, field data collection and monitoring activities, including on occasion overseeing implementation of monitoring protocols and collection of data by CLOCA staff and others.
3. Identifies terrestrial and wetland transition communities and their respective vegetation species during field assessments and provides resource expertise, including plant identification.
4. Records terrestrial data with database and mapping products.
5. Interprets air photos and map products to keep Ecological Land Classification System (ELC) database up to date and to determine terrestrial resources.
6. Identifies and maps vegetation communities using common scientific methods and tools, in particular ELC.
7. Contributes to the development and implementation of CLOCA's Invasive Species Strategy including monitoring and restoration project management.
8. Reviews, assesses, and evaluates academic literature, data collection methods, statistical analysis, and evolving science to support the continuous improvement of CLOCA's terrestrial monitoring program.
9. Provides written reports regarding terrestrial resources contributing to the preparation of CLOCA led plans and policies.
10. Analyzes and interprets data, preparing a range of written documents including detailed monitoring reports and general summaries for a variety of audiences including industry peers, government agencies, decision makers, and the public.
11. Prepares detailed and comprehensive study reports contributing to CLOCA's watershed planning program.
12. Reviews, assesses, and comments on provincial and agency documents, preparing responses and/or contributing to an overall CLOCA response/position.
13. Participates as member of multi-disciplinary teams in the development, adaptation, and continuous improvement of CLOCA's watershed, conservation areas, natural heritage and monitoring policies and plans.

Stewardship and Restoration

14. Works in coordination with the Restoration Coordinator and a multi-disciplinary team of CLOCA staff to develop and implement an integrated stewardship and restoration program. The project priorities will focus on afforestation projects on private lands, conservation areas and public lands, but will also include creation and restoration of wetlands, forests and streams, low impact development and green infrastructure, erosion control enhancement using naturalization, bioengineering and natural channel design.
15. Works in coordination with the Restoration Coordinator and a multi-disciplinary team of CLOCA staff to continue to develop and implement CLOCA's Invasive Species Strategy, including responsibility for CLOCA's Invasive Species Strategy Steering Committee.
16. Responds to inquiries, conducts site visits, and provides information to promote private land stewardship activity.
17. Conducts pre and post construction assessments and analysis of restoration sites to identify targets and document success.
18. Prepares concept and detail design drawings for project implementation using GIS, AutoCAD, and air photos to create concept plans, detailed working drawings and construction details.
19. Prepares planting plans including site preparation, maintenance and tending requirements for terrestrial restoration work.
20. Strong interpersonal skills required to create and maintain working relationships with private landowners, NGO's, academia, and multi-levels of government.
21. Assist with the preparation of funding proposals to secure third party funding and partnership support.
22. Assists with the preparation of terms of reference, tender documents, review, and selection of outside organizations/consultants/agencies to implement restoration activities.
23. Supports the development, administration and implementation of individual and multi-year restoration projects including securing funding and permitting, financial and technical reporting, construction supervision, securing project materials and organizing volunteer events.
24. Reviews, assesses, and evaluates academic literature, data, statistical analysis, and evolving science to support the continuous improvement of CLOCA's stewardship and restoration programs.

Natural Heritage Information and Data

25. Maintains CLOCA's terrestrial resources and invasive species information and data.
26. Works as a member of a multi-disciplined team providing terrestrial and invasive species data, advice, and expertise to the rest of CLOCA in the development, management, and maintenance of a natural heritage dataset.
27. Analyzes and interprets data summarizing information for review and discussion.
28. Provides advice and support in the development, implementation, standardization, and reporting of the Authority's Integrated Watershed Monitoring Program.
29. Identifies appropriate data needs for distribution in response to external requests for CLOCA's natural heritage information.
30. Conducts field investigations and/or in-house studies to generate new information for the natural heritage dataset or to verify reported site conditions.
31. Interprets features and symbols on aerial photographs and maps and updates the Ecological Land Classification (ELC) database.

Human Resources

32. Supervises seasonal/co-op student working on natural heritage projects, including responsibility for hiring, training, scheduling, assigning work and ensuring accuracy within established project guidelines, deadlines, and budgets.
33. Occasionally liaises with consultants hired to undertake restoration activities.

Public Relations

34. Provides information to the public, partner agencies and member municipalities on CLOCA's natural heritage programs including invasive species information and invasive species management.
35. Responds to telephone and written inquiries from the public regarding terrestrial and stewardship matters.
36. Prepares and makes presentations, as requested, on terrestrial and stewardship topics.

37. Prepares written articles, as requested, for publications or news releases.
38. Attends public open houses and sessions, as required, providing terrestrial and stewardship information.
39. Liaises with the public, steering and technical committees, and government partners.

Other

40. Assists in interpretation of legislative and regulatory requirements for terrestrial monitoring program, invasive species management and restoration.
41. Complies with CLOCA policies, procedures, vision, and fundamentals.
42. Participates as a member of the various internal and external committees, as required.
43. Represents CLOCA on committees and associations providing advice and information.
44. Maintains up-to-date knowledge of new and existing laws pertaining to natural heritage, restoration, and invasive species.
45. Provides training to new employees, as required.
46. Performs other tasks as assigned by management.

EFFORT

1. Uses creativity, concentration, and reasoning to conduct analysis, organize information, develop digital maps and methodologies, perform digital drafting and editing, creates presentation materials. Provides input to the GIS department for database design.
2. Uses creativity and concentration to develop protocol and format forms for forest monitoring, inventory, and Ecological Land Classification, prepare correspondence, read reports, proof-read documents and edit information.
3. Uses sight to read, proof-read and edit, touch to enter data into the computer, hearing to perform bird and amphibian surveys, taste to identify vegetation and soils and smell to identify vegetation, mammals.
4. Sits at a desk, conducts field work (sometimes in inclement weather), and required to undertake site inspections.

SKILLS

1. University degree in Forestry, Biology, Ecology, Environmental Sciences, or related field and three to five (3-5) years' related experience or equivalent combination of education and experience.
2. Working knowledge and experience related to terrestrial monitoring, ecosystem restoration, private land stewardship, and any relevant planning legislation, policies, practices, and procedures.
3. Strong knowledge of vascular plants, including trees, shrubs, forbs, grasses, sedges, and their associated habitats
4. Demonstrated experience and skills in data entry/quality control, organization, communication, and analytical decision making.
5. The ability to write, review and summarize scientific and technical documents and communicate to senior staff, science community, and public.
6. Strong partnership skills required to create and maintain working relationships with private landowners, NGO's, academia, and government staff.
7. Ability to use GIS tools, and Microsoft office suite (Word, Excel, Access).
8. Ability to perform site investigations and use a soil auger, forestry prism, binoculars, hand lens and microscope.
9. Must be able to work flexible hours (some early mornings and evenings).
10. Valid Ontario "G" Class Driver's license.
11. Ability to act tactfully and professionally in confrontational situations.
12. Ability to adapt to a variety of changing priorities within the job.
13. Ecological Land Classification (ELC) training and experience.
14. Pesticide training and certification.
15. First Aid and CPR training.
16. NHIC Data Sensitivity Training.
17. Ability to provide public speaking engagements to a variety of audiences.
18. Training in accepted provincial protocols for data collection and monitoring.

WORKING CONDITIONS

1. Works in an office (60% of the time) and outside (40% of the time) with exposure to seasonal weather conditions, deals with multiple demands, meets deadlines, etc.
2. Exposure to hazards such as falling, slipping, high water and water velocity during flood emergencies, using sharp instruments and occasionally dealing with irate individuals.

Salary: \$63,500 – \$77,255

The Central Lake Ontario Conservation Authority offers a competitive benefit package including the Ontario Municipal Employees Retirement System Pension Plan.

Closing Date for Resumes: July 4, 2022

Please submit cover letter and resume to: jdavidson@cloc.ca. **If you do not have access to email, please submit cover letter and resume to:**

Jamie Davidson, Director of Watershed Planning & Natural Heritage
Central Lake Ontario Conservation Authority
100 Whiting Avenue, Oshawa, ON L1H 3T3

We thank all applicants for their interest; however, only candidates under consideration will be contacted. Central Lake Ontario Conservation is an equal opportunity employer in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code. CLOCA will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act.