



## **Contract Lead Biologist**

### **April 15, 2024**

Title:	Lead Biologist
Status:	Full-time (part-time possible)
Term:	1 year contract, starting as soon as possible
Location:	East coast Vancouver Island
Posting Deadline:	Open until filled

#### Organizational Summary

The Pacific Salmon Foundation (PSF) is salmon first, salmon always. We harness the passion and power of people to save and restore Pacific salmon in B.C. and the Yukon. And, we never go it alone, working with Indigenous partners, streamkeepers, government agencies and fellow ENGO's, the PSF undertakes research, restoration initiatives and leadership in convening all those willing to help recover Pacific salmon. As People for Salmon, we're here to help ensure sustainable populations of Pacific salmon for generations to come.

#### Position overview:

We are seeking a highly skilled Contract Biologist to lead a new pinniped monitoring program. The successful candidate will collaborate with PSF and BCCF staff, as well as First Nations partners, to coordinate and conduct field and analytical activities for the pinniped program. Specifically, the Biologist will serve as the lead coordinator between all program participants, maintain consistent data collection over the course of the program, and support partner Nations in conducting field surveys where necessary. Pinniped surveys will include a combination of drone flights, shore-based counts, wildlife cameras, side-scanning sonar, and sound traps. In addition, the biologist will be responsible for data processing and analyses and communication of program progress and outcomes. Depending on the experience level of the biologist and field program scheduling, they may also have the opportunity to participate in other field activities related to the Bottlenecks to Survival program, including operations of rotary screw traps, beach seining, and PIT-tagging of juvenile salmon where appropriate.

This is a full-time contract position with a duration of 1 year, with the possibility of extension for a second year based on performance and funding availability. Part-time arrangements could also be negotiated. The position will require frequent travel across the east coast of Vancouver Island and the Biologist will be expected to be based locally and use their own vehicle for transportation. If you meet most but not all of the qualifications/skills below, you are still encouraged to apply or reach out for more information. Cover letters and resumes should be sent to Sam James:

[sjames@psf.ca](mailto:sjames@psf.ca).

#### Roles and responsibilities

- Lead and coordinate all aspects of the field program, ensuring smooth collaboration between team members, stakeholders, and First Nations communities
- Maintain regular communication with program partners:
  - Ensure data are collected according to the field schedule (ranging from weekly to monthly surveys)

- Ensure any necessary modifications are made based on field observations and partner needs
- Ensure goals of each partner are being met and manage expectations
- Participate in field surveys, including shore-based counts of pinnipeds and drone surveys of pinnipeds on haulouts and in the lower river, when partners have limited capacity or are unable to conduct the work.
- Maintain consistency in effort and methodology across the four systems: Cowichan, Nanaimo, Puntledge, Campbell/Quinsam
- Support maintenance of field equipment (i.e. wildlife cameras and side-scan sonars) across the four systems
- Utilize appropriate statistical methods and software for efficiently processing images and videos to derive pinniped counts (e.g. explore machine learning, and other AI data tools for rapid processing)
- Provide regular updates to the Program Managers
- Develop communications materials for the program as necessary (e.g. newsletters, social media materials, progress reports, etc.)

#### Essential Qualifications

- Bachelor's degree in biology, ecology, environmental science, natural resources management, or a related field, or Diploma with additional years of field experience
- Experience working with First Nations communities is an asset
- Proficiency in drone piloting (basic or advanced drone certification preferred)
- Previous experience leading fieldwork, preferably in wildlife monitoring or ecological research
- Strong analytical skills and experience with statistical analysis software
- Demonstrated ability to communicate effectively both within a team and externally through reports
- Valid driver's license

#### Preferred Qualifications

- Master's degree biology, ecology, environmental science, natural resources management, or a related field.
- Familiarity with wildlife camera and side-scan sonar equipment
- In-depth knowledge of pinnipeds
- In-depth knowledge of Pacific Salmon and Steelhead trout

#### Skills

- Strong organizational skills to coordinate field activities across multiple systems and communities
- Excellent communication skills for interacting with team members, stakeholders, and community partners
- Ability to adapt to changing field conditions and priorities and troubleshoot field equipment and logistics
- Ability to work effectively in a team environment and independently when required.
- Proficiency in data entry, management, and analysis
- Proficiency in Microsoft Office and data analysis software