



IDENTIFICATION

| Department | Position Title | |
|--------------------------------|------------------------------|---|
| Environment and Climate Change | Conservation Areas Biologist | |
| Position Number | Community | Division/Region |
| 23-11367 | Yellowknife | Conservation and Sustainable Livelihoods/ HQ |

PURPOSE OF THE POSITION

The Conservation Areas Biologist (Biologist) is the Departmental authority on ecology and conservation biology aspects of conservation areas planning, monitoring, and management for the Northwest Territories (NWT), in accordance with the Department's mandate, policies, and procedures, to adequately protect the biodiversity of the NWT.

SCOPE

Located in Yellowknife and reporting directly to the Manager, Conservation Planning (Manager), the Conservation Areas Biologist's expertise and authority directly supports the Department of Environment and Climate Change (ECC)'s mandate and principles to protect diverse and healthy ecosystems and biological diversity in a way that maintains the long-term ecological stability.

The Conservation and Sustainable Livelihoods Division bears the primary Government of Northwest Territories (GNWT) roles and responsibilities related to conservation planning in the NWT. Conservation and protection of key culturally and ecologically significant areas that are representative areas of each eco-region for the long-term is important. All Division initiatives have NWT or national implications and therefore require timely and effective analyses to enhance GNWT and partner decision-making and actions.

The Conservation Areas Biologist develops and implements programs to fill information gaps and develops necessary policies and procedures for successful conservation areas and conservation planning. The Biologist assigns and confirms ecological relevance and valuation of conservation areas proposed and established under territorial legislations, the *Wildlife Act*, the *Species at Risk Act*, and the *Territorial Parks Act*. The incumbent is responsible for the



scientific validity of professional advice given and that programs and assessments conducted reflect current information and is performed using standards accepted at the territorial, national, and international level.

The Biologist controls and allocates budgeted expenditures up to \$200,000 for specified projects. The incumbent is responsible for supervisions summer students, casual staff and interns to help implement programs.

The incumbent works closely and collaboratively with the Protected Areas Secretariat, the Manager, other ECC Divisions, other GNWT Departments, as well as staff in Crown-Indigenous Relations and Northern Affairs (CIRNAC), Environment and Climate Change Canada (ECCC), Indigenous governments and organizations, and environmental and industry associations.

RESPONSIBILITIES

1. Implements programs and policies to ensure the adequate protection of biodiversity and maintenance of ecosystem function for conservation areas and conservation planning in the NWT.

- Develops programs to evaluate the NWT conservation areas network as a whole, including established and proposed conservation areas and conservation zones in land use plans and including trans-boundary.
- Develops and implements programs to fulfill the second part of the goal of the NWT Protected Areas Strategy, to establish core representative areas in each eco-region of the NWT.
- Adapts and implements standard conservation science principles, including fine and coarse filter representation analyses and climate change modeling, to the unique and changing environmental and social conditions of the NWT.
- Develops and implements programs to resolve identified conservation problems or associated gaps in knowledge related to the NWT conservation areas network as a whole, including conducting research and supervising contract work.
- Leads and directs the collection and analysis of fine and coarse filter biological information for the NWT, in collaboration with the Conservation Areas GIS Analyst.
- Reviews traditional knowledge and incorporates this into conservation areas planning.
- Develops and amends guidelines, policies, regulations, and criteria relevant to conservation areas planning for the Protected Areas Strategy and GNWT under the *Wildlife Act*, the *Species at Risk Act* and *Territorial Parks Act*.
- Provides expert advice and knowledge on NWT conservation areas planning programs at a regional, national, and international level.
- Prepares and presents technical information, including strategic communications for the NWT Protected Areas Strategy, committees, and the GNWT.



- Provides expertise in local, regional, and territorial meetings, workshops, and conferences to present Divisional, ECC and Protected Areas strategies and research results.
- Reviews and studies scientific literature and develops professional contacts to maintain proficiency in the field of specialization.
- Member of the Protected Areas Strategy Science Team.

2. Develops and implements programs for the ecological and conservation valuation of conservation areas and other forms of land conservation.

- Leads ECC responses to requests from communities, working groups, and other GNWT departments on the ecological and conservation valuation of conservation areas.
- Reviews local and traditional knowledge and incorporates this into the ecological and conservation valuation of conservation areas.
- Translates technical reports and information into plain language for presentation and discussion with Protected Areas Working Groups and Steering Committee, communities, and within the GNWT.
- Analyzes candidate conservation areas for their contribution to the goals of the Protected Areas Strategy and adherence to principles of conservation biology, and provides recommendations on shape, size, placement, and management options, and related policies and procedures.
- Analyzes draft regional land use plans for their contribution to the goals of the Protected Areas Strategy and adherence to principles of conservation biology, and provides recommendations on shape, size, placement, zoning, and management options, and related policies and procedures.

3. Develops and conducts research, baseline and long-term monitoring and management programs in conservation areas to make good land stewardship decisions.

- Designs and implements studies to document the ecological and conservation values of candidate conservation areas and adjacent areas.
- Coordinates and conducts ecological assessments as outlined in the Protected Areas Strategy Ecological Assessment Guidelines and standard scientific principles and procedures.
- Reviews local and traditional knowledge and incorporates this into research planning and analysis.
- Develops and conducts ecological field programs, performs data analysis, and interprets results, and writes technical reports, including publication of results in peer-reviewed journals and manuscript reports.
- Contracts assessments and research on candidate conservation areas and determines if products are complete and adequate for decision making or whether additional information is required.



- Develops and amends guidelines, policies, and regulations relevant monitoring and management in conservation areas for the Protected Areas Strategy and GNWT under *the Wildlife Act, the Species at Risk Act and Territorial Parks Act*.

4. Implements administrative programs on conservation areas and conservation planning in the NWT, to ensure the objectives and requirements of the programs are being fulfilled.

- Leads regular reviews of programs and develops an annual work plan to address any fiscal and staffing capacity concerns, in collaboration with other Divisions, Departments, and agencies outside GNWT.
- Develops and implements additional and revised work plan activities to ensure program efficiency.
- Develops partnerships, funding proposals including multi-jurisdictional financial agreements to raise funds, find personnel and expertise to ensure programs are implemented.
- Supervises contracts, contribution agreements, and other financial arrangements to ensure programs are implemented according to department financial standards and additional standards from funding agencies.
- Interviews, selects, and supervises casual, contract, student, intern, or other staff.
- Assigns projects to support staff and designates their responsibilities.
- Evaluates work performance and appraises support staff.
- Supervises and trains fieldwork assistants provided by local communities.
- Writes and publishes progress reports and publishes findings in peer-reviewed journals.
- Prepares and documents annual estimates and forecasts for program funds, equipment, and facilities within financial limits set by the Manager of Conservation Planning.

WORKING CONDITIONS

Physical Demands

The incumbent generally works in a normal office environment. Field work may require carrying a 15 - 30 kg backpack. Travel may be on foot or by snow machine, aircraft, or boat often under arduous conditions.

Environmental Conditions

Generally normal office environmental demands. 30% of time is spent in communities and remote field sites with varying weather conditions, cold, darkness and insects. Incumbent is in field situations with no immediate medical aid.



Sensory Demands

A full range of senses are used for safety in fieldwork for the safety of incumbent, colleagues, and support staff.

Mental Demands

Careful attention to detail and accuracy is required. The position requires work away from home for extended periods of time. Field work and community trips occur 1-3 times a month for 1-3 days per trip.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of conservation biology, wildlife biology, landscape ecology and land use planning.
- Field knowledge of ecological monitoring, ecosystem studies and conservation ecology.
- Knowledge of recent advances in research and analytical approaches contained in published literature, including conservation, northern ecology, biodiversity studies, conservation areas planning, and conservation science.
- Knowledge of techniques and standards to perform long-term monitoring, reviewing, and advising on data interpretation.
- Analytical, critical thinking and research skills.
- Knowledge of the use of traditional knowledge in a resource management or conservation planning context.
- Ability to write about conservation and management objectives and research for both public and scientific review.
- Knowledge of protected area initiatives across Canada.
- Knowledge of resource management practices, regulatory processes, and land use planning within the context of northern co-management regimes and land claims.
- Knowledge of basic Geographical Information Systems applications and spatial analysis methods.
- Knowledge of computer software including word processing, database, and spreadsheet programs.
- Professional qualifications in scientific associations and post-degree training through seminars, and short courses.
- Management skills to plan, organize, integrate, coordinate, and supervise research activities for ecological field work, both within the GNWT and amongst several other Protected Areas partners.
- Ability to manage multiple concurrent projects with strict deadlines, including evaluation and reporting.
- Contract management skills regarding research.



- Interpersonal skills to participate in Protected Areas Strategy teams and multi-party work groups.
- Ability to take broad direction and to work independently and without close supervision in a co-operative environment both within the Department and external to the Department.
- Experience working in a cross-cultural setting, with Indigenous organizations, elders, and school groups.
- Technical writing and editorial skills.
- Oral and written communication skills to communicate effectively with a variety of audiences, including government departments, Indigenous organizations, communities, environmental and industry organizations, expressing technical information clearly so that non-scientists may understand.
- Ability to write government correspondence, briefings, and decision instruments.
- Ability to exercise sound judgment and diplomacy on controversial conservation and conservation areas issues.
- Ability to write articles or presentations for a variety of audiences.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

Completion of a Master of Science degree in Conservation Biology or Ecology, plus a minimum of three (3) years of related experience including conservation planning, design of ecological field research and monitoring programs, data management and analysis, public consultation, and publication of peer-reviewed studies.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- ☒ No criminal records check required.
- ☐ Position of Trust – criminal records check required.
- ☐ Highly sensitive position – requires verification of identity and a criminal records check.

French language (check one if applicable)

- ☐ French required (must identify required level below)
Level required for this Designated Position is:
ORAL EXPRESSION AND COMPREHENSION
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐



READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

☐ French preferred

Indigenous language: Select language

☐ Required

☐ Preferred