IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Wildlife Biologist (Ungulates)	
Position Number	**Community**	**Division/Region**
23-3742	Yellowknife	Wildlife Management

PURPOSE OF THE POSITION

The Wildlife Biologist (Ungulates) is the senior Department authority for the development and implementation of strategies, plans and programs to support the conservation and management of ungulates in the NWT consistent with the Department's mandate and goals, and national and international standards.

The Wildlife Biologist (Ungulates) provides expert advice to senior management, Indigenous governments, wildlife co-management boards, regulatory and monitoring agencies on research, monitoring and management approaches to ensure they reflect current information on ungulate ecology and status. The incumbent serves as a Departmental link to national and international organizations and initiatives dealing with northern ungulates.

SCOPE

The incumbent is located in Yellowknife, NWT and reports to the Manager, Wildlife Research and Management in the Wildlife and Fish Division.

The Wildlife Biologist (Ungulates) supervises the Biologist (Ungulate Studies) and contract, term, and casual staff (as required). This position controls an annual budget of approximately $50,000. The incumbent is expected to develop partnerships for additional funding opportunities up to approximately $500,000 to support partnership initiatives.

The incumbent works collaboratively with regional staff, GNWT departments, wildlife co-management boards, Indigenous governments, Indigenous organizations, regulatory organizations, and communities to develop, conduct, and implement research and monitoring programs, management plans and strategies required to effectively manage ungulate populations in the NWT.

Competent decisions related to management of northern ungulate populations are required to ensure data collection is relevant, cost-effective, well-substantiated, and suitable for application in wildlife management decisions. Informed decisions are critical to facilitate the effective co-management of wildlife, support habitat conservation, maintain ecosystem functions and services, and preserve the resiliency of wildlife in the NWT.

RESPONSIBILITIES

1. **Coordinate research, monitoring and management programs across the NWT to ensure the long-term conservation of northern ungulates consistent with the Department's wildlife management priorities.**
   - Preparing species specific territorial strategies to establish overall direction for ungulate research, monitoring and management.
   - Supporting collaborative regional and territorial wildlife management planning initiatives and preparation and implementation of action plans.

2. **Design and conduct collaborative research, monitoring and management programs with renewable resource co-management boards, Indigenous governments and organizations, other agencies, universities and industry that meet the needs of management and monitoring agencies, respect all sources of knowledge and have a sound biological basis.**
   - Collaboratively designing and conducting professionally credible and effective programs to address management issues and information gaps to study the status of ungulate populations, ecological relationships, impacts of a changing environment, and industrial and infrastructure development.
   - Sharing information on, and making use of current, new and emerging techniques, innovative procedures, and sampling protocols for habitat and population research, monitoring and predator control.
   - Identifying and supporting opportunities to obtain and incorporate Indigenous Knowledge into research and monitoring programs and management planning initiatives.
   - Using analytical approaches (such as statistical, mathematical, spatial, including geographical information and associated systems) for modelling and simulating wildlife population dynamics, estimating population parameters, predicting population responses to environmental change, harvest and predator reductions, and modelling habitat and landscape utilization.
   - Interpreting data, maintaining corporate information databases and communicating program results in writing (internal reports, project summaries, peer-reviewed publications) and oral presentations.

3. **Provide advice based on current knowledge of ungulate biology, ecology, conservation, and management to other divisions, governments, wildlife co-management boards, Indigenous governments, monitoring agencies and other groups.**
   - Networking with other agencies and jurisdictions, conducting literature reviews and participating in relevant professional development opportunities to maintain proficiency in the field.
   - Participating in technical processes for status assessment, management planning and recovery planning for national and territorial species at risk when related to ungulate species.
   - Conducting technical reviews, contributing to environmental assessments of development projects with respect to impacts on ungulates and advising on industry monitoring and management plans.
   - Evaluating and interpreting the results of studies and programs from other regions and agencies and determining the applicability of their information, techniques and practices.
   - Participating in renewable resource co-management board processes, as required, for reviewing and approving research, monitoring and management activities.
   - Participating in local, regional, territorial, national and international meetings, workshops and conferences, as appropriate, including national and territorial recovery teams for endangered ungulate species (e.g. Peary caribou) and habitat conservation.

4. **Administer program activities to provide support to the division and department.**
   - Developing and administering service contracts, contribution agreements and Memorandums of Understanding in support of management objectives.
   - Supervising and assigning work priorities to Biologist (Ungulate Studies) and other subordinates such as term technician employees and casuals.
   - Developing project work plans, budget proposals, tracking project and program finances.

WORKING CONDITIONS

Physical Demands

No unusual demands when in an office environment. Leading programs in the field involves demands such as hiking and driving long stretches, loading and unloading snowmobiles on airplanes, boating in outboard boats and canoes, ATVs on trucks, and loading and unloading fuel drums and gear into aircraft. Field work when required may be demanding including winter and summer extremes in remote environments (annually, up to 20-30 days).

Environmental Conditions

Working outside can lead to exposure to extreme temperatures, infection from zoonotic diseases (eg. Hantavirus, rabies), and the danger of physical injury from wildlife.

Sensory Demands

Use of potentially dangerous field equipment. Bad decisions can endanger the health and safety of the incumbent, colleagues, and support staff (2-3 times annually, 7-14 days).

Mental Demands

Position is regularly required to travel for long periods for field sessions and occasionally community meetings in or outside the NWT, which can disrupt family life. Field session include living in isolated camps with lack of privacy and limited or no access to medical facilities.

Particularly for field programs there may be irregular or long work hours, or work on weekends or holidays when needed (10-12 times annually, 2-6 days).

Public presentations and complex data analysis can cause mental stress.

KNOWLEDGE, SKILLS AND ABILITIES

- Proven experience working with multi-stakeholder groups, industry, universities, other agencies, Aboriginal groups, and other resource users.
- Ability to work independently and without close supervision in a cooperative environment both within the department and external to the department.
- Proven analytical and research skills**.**
- Demonstrated knowledge of conservation biology, wildlife population dynamics, and wildlife management issues, including field sampling, aerial survey, and statistical techniques and computer software.
- Demonstrated field knowledge of animal behavior and humane animal handling procedures, and general post-mortem examination techniques.
- Demonstrated knowledge of recent advances in research and analytical approaches contained in published literature, including conservation genetics, applied wildlife disease epidemiology and risk assessment methodologies.
- Ability to work with a wide range of computer applications including word processing, spreadsheet, GIS and database software.
- Strong writing and editorial skills and excellent command of the English language.
- Proficiency with Microsoft Office, GIS, spreadsheet, and databases programs.
- Strong organizational skills and attention to detail.
- Strong oral communication skills and a proven ability to express ideas.
- Ability to exhibit sound judgment.
- Proven experience supervising and motivating staff.,

- Proven ability to estimate program costs and administer budget.
- 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:

The completion of a Master of Science degree in one of the natural science disciplines – biology, wildlife biology, ecology, wildlife management, environmental studies, environmental science or resource management. In addition, a minimum of five (5) years of related experience including design of field research, 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