



## IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Wildlife Biologist (Biodiversity)	
Position Number	Community	Division/Region
23-5665	Yellowknife	Wildlife Management

## PURPOSE OF THE POSITION

The Wildlife Biologist (Biodiversity) is the senior Departmental authority on biodiversity planning, research, monitoring and management, providing overall direction on biodiversity programs in the NWT consistent with the Department's mandate and goals, and national and international standards.

The Wildlife Biologist (Biodiversity) provides expert advice to senior management, Indigenous governments, renewable resource co-management boards and regulatory and monitoring agencies on biodiversity research, monitoring and management approaches. The incumbent serves as the Departmental expert for national and international organizations and for Departmental commitments and initiatives dealing with biodiversity, species ranking and status assessments.

## SCOPE

This position is located in Yellowknife and reports to the Manager, Wildlife Research and Management in Wildlife and Fish Division.

The Wildlife Biologist (Biodiversity) participates in hiring and supervising contract, term, and casual staff (as required), and controls an annual budget of approximately \$100,000. The incumbent is expected to develop partnerships for additional funding opportunities up to approximately \$300,000 to support partnership initiatives.

The Wildlife Biologist (Biodiversity) is the Departmental expert in ensuring biodiversity programs and species conservation assessment programs in the NWT reflect current information and are performed using standards accepted at the territorial, national and international levels. The incumbent works collaboratively with regional staff, co- management



boards, Indigenous governments, Indigenous organizations and communities to develop, conduct, and implement research and monitoring programs, management plans and strategies to improve the understanding of biodiversity and ecosystems in the NWT. The incumbent participates in and facilitates working groups with members from other Divisions, Departments and organizations outside GNWT and serves as a Departmental link to national and international organizations and initiatives dealing with species and biodiversity conservation.

Competent decisions related to conservation of biodiversity are critical to facilitate the effective co-management of wildlife, support habitat conservation, maintain ecosystem functions and services, such that threats to species and ecosystems are reduced and NWT biodiversity is conserved for future generations.

## **RESPONSIBILITIES**

### **1. Plan, implement and report on territorial biodiversity actions that are consistent with national and international standards and conventions.**

- Lead and direct regular biodiversity action plans for the NWT to establish overall direction for biodiversity research, management, status and trends reporting in collaboration with Departmental staff, wildlife co-management boards, Indigenous organizations and communities, and the public.
- Regularly evaluate and provide professional advice on the design and implementation of biodiversity reporting programs using national and international standards consistent with, for example, the UN Convention on Biological Diversity.
- Direct multi-agency working groups to implement biodiversity programs, as established in planning initiatives such as the NWT Biodiversity Action Plan, and other frameworks as necessary.
- Lead, direct or help direct reporting on the status and trends of NWT biodiversity, wildlife and ecosystems, as required by programs established in the NWT, including the NWT State of the Environment Report as legislated under the Environmental Rights Act (SNWT c19).
- Provide expertise and professional advice on NWT biodiversity to the Federal/Provincial/Territorial Biodiversity Working Group and other relevant programs on the status and trends of biodiversity, wildlife and ecosystems established at the national and international levels.

### **2. Implement the ranking of the biological status of NWT species to prevent species from becoming at risk of extinction due to human activities.**

- Lead, direct and implement the NWT General Status Ranking Program as part ECC commitments under the National Accord for the Protection of Species at Risk in Canada.
- Make recommendations; provide expertise and professional advice on subjects related to the biological status of NWT species to the Federal/ Provincial/Territorial General Status Working Group.



- Develop partnerships with wildlife co-management boards, other agencies, universities, industry and others to collect information, including Indigenous Knowledge, necessary to determine, finalize and approve the general status ranks for NWT species every 5 years.
- Direct, develop, implement and update databases and reporting systems to determine a general status rank to all NWT species.
- Direct the publication of a report on the general status of NWT species every 5 years.

**3. Provide expertise, and advice to assess the biological and conservation status of species to other divisions, governments, renewable resource co-management boards, Indigenous governments, monitoring agencies and other groups.**

- Network with other agencies and jurisdictions, conducting literature reviews and participating in relevant professional development opportunities to maintain proficiency in the field.
- Provide advice to the Species at Risk Committee on priorities for species assessments in the NWT, in accordance with the Species at Risk (NWT) Act and other relevant policies on species at risk in the NWT.
- Review NWT species status reports for completeness and adherence to guidelines, in accordance with the Species at Risk (NWT) Act and other relevant policies on species at risk in the NWT.
- Make recommendations, provide expertise and professional advice on subjects related to the biological and conservation status of species to the Committee on Status of Endangered Wildlife in Canada, and to working groups at the international level, as required.
- Participate in local, regional, territorial, national and international meetings, workshops and conferences, as appropriate.

**4. Implement long-term monitoring and research programs into and inventories for biodiversity and ecosystems to provide information for decisions on conservation and sustainable use of biological resources in the NWT.**

- Lead and direct territorial long-term monitoring programs on biodiversity and ecosystems, such as harvest studies, species inventories and community-based biodiversity discovery events (e.g., bioblitz, citizen science events) to address biodiversity monitoring, inventory and research gaps.
- Interpret data, maintain corporate information databases and communicate program results in writing (internal reports, project summaries, peer-reviewed publications) and oral presentations.
- Create or help create reports, reference material, guides, protocols, or any other documents or outreach material to facilitate information sharing about NWT species and enhance monitoring of biodiversity in the NWT.



- Identify and support opportunities to obtain and incorporate Indigenous Knowledge into biodiversity research and monitoring programs and initiatives.
- Share information on, and make use of current, new and emerging techniques, innovative procedures, sampling protocols and statistical analysis as required, to ensure that long-term monitoring, research and inventory programs on biodiversity meet standards set at the national and international levels.
- Ensure NWT biodiversity research, monitoring, and inventories are compatible and comparable across the NWT.

**5. Lead, coordinate, plan and implement programs for the NWT Conservation Data Centre (NT CDC), as part of NatureServe Canada.**

- Provide NWT expertise, advice, and participate in meetings of NatureServe Canada as the program director of the NT CDC. The CDC works in a co-management setting, where all organizations with legislated responsibilities for biodiversity in the NWT work together towards a common goal including territorial and federal departments and wildlife co-management boards.
- Participate in NatureServe Canada activities as required and appropriate.

**6. Administer program activities to provide support to the Division and Department to ensure financial accountability.**

- Develop and administer service contracts, contribution agreements and Memorandums of Understanding in support of management objectives.
- Supervise and assign work priorities to subordinates such as term technician employees and casuals.
- Develop 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, 6- 10 days).

**Environmental Conditions**

Working outside can lead to exposure to extreme temperatures, infection from zoonotic diseases (e.g. 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, 2-5 days).

Long periods of auditing, proofreading reading, watching and studying, especially during committee work and meetings (10-12 times annually, 2-6 days).

### **Mental Demands**

Position is sometime required to travel for moderate periods of time 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 (10-12 times annually, 2-6 days).

Particularly for field programs there may be irregular or long work hours, or work on weekends or holidays when needed (2 times annually, 2-5 days).

Data analysis using specialized algorithms, criteria analysis, risk analysis, report deadlines, and representing NWT on research, status assessment, conservation, and/or management issues to scientific forums, national committees, other agencies and the media can be stressful (6 times annually, 5 days).

Public presentations and complex data analysis can cause mental stress (4 times annually, 1 day).

### **KNOWLEDGE, SKILLS AND ABILITIES**

- Demonstrated knowledge of conservation biology, wildlife population dynamics, species conservation status assessment and wildlife management and biodiversity issues, including field sampling, aerial survey, and statistical techniques and computer software.
- Demonstrated knowledge of recent advances in research and analytical approaches contained in published literature, including conservation, genetics, status assessment, taxonomy, northern ecology, biodiversity studies, and risk assessment methodologies.
- Proven analytical, critical thinking and research skills
- Ability to present results of research to both public and scientific audiences
- Ability to communicate and work effectively with co-management partners, communities, wildlife users, special interest groups
- Ability to communicate knowledge in an understandable manner through written and oral presentations to a wide variety of audience, to clearly explain and discuss conservation issues.
- Exceptional written and oral communication skills and attention to detail.
- Strong organizational skills and knowledge of office procedures.



- Strong computer processing skills (proficiency in Microsoft Word, Excel and PowerPoint).
- Ability to manage projects, contract/term/casual staff, and budgets.
- Ability to understand, appreciate and act upon cross-cultural differences, especially as they relate to the management of natural resources.
- Ability to work cooperatively and diplomatically with multi-stakeholder groups or resource users.
- Ability to work independently and without close supervision in a co-operative environment both within the department and external to the department.
- 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 monitoring programs and 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