



# JOB POSTING

## **A Rocha Canada - Houston: Buck Creek Canfor Hatchery & Nature Centre** **Position Title: Conservation Science Coordinator**

Note: Anticipated 1 position pending funding approvals. This is a one-year maternity leave cover.

### POSITION DETAILS

Location:	Buck Creek Canfor Hatchery & Nature Centre
Start and End Date:	May 5, 2025 to April 30, 2026 (1 year)
Hours/Days Worked:	Full time (35 hours/week, Monday to Friday)
Wage:	\$20.00-22.00 per hour, depending on experience
Closing Date:	Ongoing until the position has been filled

### POSITION FUNCTION

A Rocha is an international Christian organization which, inspired by God's love, engages in scientific research, environmental education, community-based conservation projects and sustainable agriculture. We envision the transformation of people and places by showing God's love for all creation.

A Rocha Canada's project in Houston - the Buck Creek Canfor Hatchery and Nature Centre - raises up to 10,000 coho salmon fry yearly to be released into the Upper Bulkley River watershed, is involved in riparian restoration and monitoring in the watershed and provides interpretive displays and environmental education programming to local schools, groups and visitors.

The Conservation Science Coordinator works together with the Northern BC Manager to manage and maintain the hatchery, maintain the facility, and perform research, monitoring and habitat restoration in collaboration with other conservation leaders in the Upper Bulkley Watershed.

### WORKING RELATIONSHIPS

Reports directly to the Northern BC Manager and works closely with local volunteers, Department of Fisheries and Oceans (DFO), Office of the Wet'suwet'en, Morice Watershed Monitoring Trust and other members of the Upper Bulkley Roundtable. The Coordinator will receive training and mentorship from existing Conservation staff, with additional support available from the Northern BC Manager, other local conservation practitioners and long-time volunteers.

### DUTIES AND RESPONSIBILITIES

The Conservation Science Coordinator will gain a wide variety of experiences in conservation science in the Upper Bulkley Watershed, providing the candidate with necessary skills for a career in wildlife & fisheries biology and research. The Coordinator will work towards achieving conservation objectives and tasks, detailed below.

### **Hatchery Management (40%)**

- Always ensure the health of fish as highest priority by following protocols as outlined in DFO Best Management Practices
- Ensure fish culture activities are carried out, recorded and reported on in a timely manner including:
  - Equipment maintenance and disinfection, coho broodstock capture, egg incubation, shocking/picking, ponding, feeding and fish care, hatchery water quality monitoring, fry release, final reporting.
- Keep up to date data records and hatchery notes as well as photographic records
- Provide orientation and training to volunteers with respect to fish culture activities as needed
- Work with the Northern BC Manager to plan and host annual Goodbye Fry community event
- Follow guidance, support and training from Toboggan Creek Hatchery and DFO staff
- Obtain training and work as crew member on the Toboggan Creek Coded Wire Tagging program if opportunity is available

### **Conservation Research and Monitoring (40%)**

- Bird Monitoring Program
  - Organize weekly community bird walks in April & May to monitor spring migration in partnership with local birdwatchers
  - Organize the annual Bird BioBlitz in May
  - Implement a new mountain bluebird nest box monitoring program in the Houston area
- Juvenile Salmon Monitoring & Conservation in the Upper Bulkley Watershed
  - Deepen our understanding of juvenile coho & chinook salmon, rainbow trout, longnose dace, suckers and other species through minnow trapping scientific collection studies
  - Conserve salmon populations through fry salvage
- Salmon Spawner Surveys & Beaver Dam Management in the Upper Bulkley Watershed
  - Perform creek walks to find spawned out steelhead carcasses and assess for spawning success
  - In partnership with DFO Stock Assessment Program, lead chinook spawner surveys
  - Coinciding with coho broodstock capture, collect data on coho spawner numbers and activity
  - Perform beaver dam management to allow spawner passage to spawning grounds
- Riparian Restoration
  - In partnership with Office of Wet'suwet'en staff and local landowners, restore salmon habitat through tree planting and process-based restoration techniques
  - Monitor completed restoration projects through site visits, drone flights and plant health assessments

### *In all aspects of conservation work the Coordinator will*

- Follow best practices as provided by the Pacific Streamkeepers Federation and DFO
- Follow established safety procedures and use appropriate protective equipment
- Keep accurate data records, photo records, and prepare timely scientific reports
- Seek and facilitate opportunities for the community to be involved in hands on conservation work
- Develop conservation and restoration strategies for the Upper Bulkley River Watershed in collaboration with the Upper Bulkley Roundtable, A Rocha's Conservation Science Director, the A Rocha Houston team and Northern BC Manager

**Nature Centre Support and Maintenance (5%)**

- Assist environmental education team as needed
- Contribute to facility maintenance indoors/outdoors
- Welcome visitors and volunteers into the Nature Centre during open hours in partnership with other staff

**Fundraising (10%)**

- Complete and submit grant applications, carry out relational fundraising and donor appreciation activities in collaboration with Northern BC Manager and other staff.

**Job skills development (5%)**

- Attend training for needed job skills including but not limited to:
  - Hatchery operations
  - Habitat restoration techniques
  - Time management and planning skills
- Meet with a mentor weekly to discuss and develop job related skills and check in to problem solve and get support
- Keep open communication with the Northern BC Manager on a weekly basis to problem solve in a timely manner and collaborate on projects

**In all areas the Coordinator will**

- Model open communication and work collaboratively within A Rocha Canada as a whole for the good of the organization, in support of A Rocha Canada's mission, core values and strategic plan
- Demonstrate embodiment of A Rocha Canada's Vision, Commitments and Core Values

WORKING CONDITIONS

Work takes place inside the Buck Creek Canfor Hatchery and Nature Centre as well as outdoors in the watershed. All field work will be performed with at least one other team member. The Conservation Science Coordinator is required to work in all weather conditions and will be required to work in and around water. Work in extreme weather conditions may be required. The Upper Bulkley Watershed is primarily rural, with limited access points to the river and creeks. Bushwacking, climbing steep/muddy banks, navigating riprap, and wading through deep water will be required for portions of stream walks. Personal flotation devices and chest waders will be provided for stream walks. Shared indoor office space is provided, though the Coordinator will be required to communicate with other staff and volunteers to avoid space conflicts.

QUALIFICATIONS AND SKILLS

Experience:

- Priority will be given to candidates with work experience in the Conservation Science sector or who are completing/have completed a Wildlife & Fisheries, Environmental Science, Biology or similar degree.
- Priority will be given to candidates who demonstrate an embodiment of A Rocha Canada's Vision, Commitments and Core Values.
- Experience with conservation science, riparian restoration and streamkeepers monitoring an asset.
- Experience working within the not-for-profit sector an asset.
- First Aid and CPR certifications an asset.

Conservation Science Coordinator

- Experience with computers an asset.
- Demonstrated leadership experience; able to comfortably make decisions and execute tasks in a diverse and dynamic working environment.

Skills:

- Introductory knowledge and interest in ecology and local natural history.
- Introductory technical skills in the areas of habitat restoration techniques, water quality monitoring, and biodiversity monitoring.
- Intermediate Microsoft Office and/or Google suite experience.
- Demonstrated communication (verbal/written), facilitation, and interpersonal skills; able to work both independently and within a team environment; able to resolve interpersonal conflicts professionally.
- Strong organizational and time management skills; able to identify and prioritize tasks with minimal supervision, work independently, and take initiative.
- Must be physically fit, able to walk on uneven ground and through thick brush.
- Familiarity with A Rocha Canada's Vision, Commitments and Core Values.

HOW TO APPLY

- Email, as a single PDF document, a cover letter and resume clearly detailing your experience and qualifications for this position to **Cindy Verbeek** at [cindy.verbeek@arocha.ca](mailto:cindy.verbeek@arocha.ca)
- Ensure your email subject line clearly refers to the **Houston Conservation Science Coordinator** position.
- Ensure your name and the position title are included in the PDF file name.
- The application intake period is ongoing until the position has been filled.
- Only applicants selected for interviews will be contacted. Please no phone calls or emails.