



## **Internal/External Job Posting**

### **Full Time Bargaining Unit Position**

### **Ecologist**

Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Encompassing approximately 6,800 square kilometres, the Grand River watershed has a population of almost one million people in 39 municipalities and two First Nations. Designated as a Canadian Heritage River, the Grand River and its major tributaries boast many outstanding human heritage features and excellent recreational opportunities. The GRCA is committed to environmental protection by delivering services that ensure the well-being of the environment and its inhabitants.

#### **General Accountabilities**

The Ecologist provides advice to the resource planning program for conservation authority permits, municipal plan input and review, environmental assessment, other environmental legislation and watershed planning. The Ecologist applies natural heritage and Grand River watershed ecosystem knowledge to the review of these applications. Through a collaborative and practical approach the Ecologist contributes to the biological diversity and integrity of watershed resources. Additional duties include providing technical expertise to support GRCA stewardship activities, participating in monitoring efforts, and supporting the development of management plans for natural heritage resources within the Grand River watershed. The Ecologist reports to the Supervisor of Natural Heritage.

#### **Specific Accountabilities**

1. Provide professional advisory and technical support with respect to natural heritage review of permits submitted under the Development, Interference with Wetlands and Alterations to Shorelines and Watercourses Regulation (Ontario Regulation 150/06) and compliance files, municipal plan input and strategies, plan review, environmental assessments, aggregate and municipal drain applications and other legislation.
2. Provide efficient service delivery and liaise with other departments, external agencies and the general public to ensure communication, information sharing and excellence in customer service. This includes pre-consultation with stakeholders, review of applications, site visits and responding to public inquiries.
3. Attend as the representative of the Grand River Conservation Authority, appeals before the Ontario Land Tribunal or cases before the Provincial Courts.
4. Provide ecological input as requested into the conservation and management of Grand River Conservation Authority lands and infrastructure. This can include contributing to strategies, technical studies, policies, management and master plans, capital projects, monitoring and implementation of projects to ensure that the ecological integrity of watershed natural resources is sustained.

5. Recommend, plan, co-ordinate and implement long-term ecological assessments, monitoring, and enhancement projects to conserve, protect, rehabilitate, establish, and manage natural heritage located on conservation authority lands.
6. Apply accepted standards for data collection, analysis and maintenance of aquatic and terrestrial resources for input to the watershed GIS or other databases.
7. Prepare proposals, reports and make presentations related to the Natural Heritage program.
8. Establish and maintain partnerships with federal departments, provincial ministries, municipalities, citizens groups, special interest groups and private landowners, advocating ecosystem management on a watershed basis.

### **Technical Accountabilities**

1. Bachelor of Science degree in an environmentally related field (i.e. ecology, biology, environmental studies) with minimum 3 years relevant experience.
2. Possess a strong working knowledge of ecological principles and watershed science. Demonstrated experience assessing wetland form and function, performing wetland delineations, identification of aquatic/terrestrial flora and fauna, and collaborating on approaches for conservation of species and habitats including mitigation and rehabilitation techniques and their practical applications to the natural heritage features of the watershed.
3. Certification in the Ontario Wetland Evaluation System (OWES) and Ontario's Ecological Land Classification (ELC) System is considered an asset.
4. Knowledge and experience with municipal planning, environmental planning, plan input and review, permit review, environmental impact assessment, Conservation Authority regulations and other relevant environmental legislation.
5. Possess strong collaboration, analytical, negotiation and conflict resolution skills to work effectively in a multidisciplinary team.
6. Possess strong communication skills, both written and verbal, to develop relationships with a broad range of stakeholders.
7. Strong organizational skills with the ability to manage multiple deadlines.
8. Excellent ability to review and interpret a variety of environmental reports, studies and plans. Must be able to assemble ecological comments and prepare concise technical memos and written scientific reports.
9. Related job experience with the Microsoft Office software suite and experience using Geographic Information Systems (GIS) software to review natural heritage features.
10. Ability to carry out site visits and field work in a variety of outdoor conditions.
11. A valid driver's license.

### **Competencies and Abilities**

#### **Professional Judgement**

Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Sound judgment resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Ability to carry out skillful negotiations and interest based conflict resolution. Appropriately balances the interests of both internal and external stakeholders, when dealing with complex files.

#### **Integrity/Ethics**

The willingness to hold oneself and others accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity, confidentiality and fairness when dealing with employees, stakeholders and special interest groups.

## **Goal/Action Oriented**

Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. Seizes opportunities; takes initiative and is self-motivated. Organizes work, plans activities and sets priorities in a manner that meets competing needs and timely resolution of matters. Maintains high level of productivity and self-direction. Demonstrated experience in project management with the ability to work under pressure and handle multiple tasks simultaneously with changing priorities. Achieving high standards of performance from others is important.

## **Team Work**

Interacts with people respectfully and effectively. Able and willing to share and receive information. The ability to gather facts and pertinent information to gain an understanding before drawing conclusions, taking action or resolving conflict. It involves active listening and comprehension of verbal and nonverbal signals to enhance understanding. Demonstrated ability to build partnerships with stakeholders and staff. Exceptional internal communications skills are needed for staff relations, working interdepartmentally with respect to communications and marketing needs and to provide support to other programs within the GRCA.

## **Customer Focus**

Dedicated to meeting the expectations and requirements of internal and external customers. Exceptional communication and negotiation skills to create, maintain and enhance relations with municipal partners, stakeholders, etc.

GRCA offers a comprehensive benefits package including health, dental, vision care, life and disability insurance; membership in the OMERS pension plan and a pass for free entry into GRCA conservation areas.

**Deadline for Applications: 4:00pm Thursday January 27, 2022**

**Approximate Start Date: February 2022**

**To Apply:** Please send a resume and covering letter to [careers@grandriver.ca](mailto:careers@grandriver.ca) in MS Word or PDF format and quote "Ecologist" in the subject line.

The pay range for this position is Job Level 7 \$34.93 to \$43.66 /35 hours per week

We thank you for your interest, however only candidates under consideration will be contacted.

Accessibility accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the Grand River Conservation Authority