



Internal/External Job Posting

Regular Full Time Bargaining Unit Position

Forestry Specialist

Who we are

The 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. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

Who you are

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons, and making even the smallest positive impact for your community and the planet.

Why work for us

At the GRCA, we don't just talk about work-life balance, we promote and encourage it. For this position we offer flexible work hours and an Employee Assistance Program. Our team feels a connection to their work, each other and the community we serve, and when you're "at the office", you won't feel like you're "at the office." Our Administration Centre is located in a tucked away, natural oasis next to the Shade's Mills reservoir, where a walk or lunch at the picnic tables provides the opportunity to be immersed in nature.

We offer staff development plans and open doors to help advance your career, and our employees benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the Opportunity

The Forestry Specialist is the main contact for landowners accessing GRCA's private land tree planting program and related cost-sharing programs. Reporting to the Supervisor of Conservation Outreach, the Forestry Specialist provides technical information to landowners to support successful tree planting and ecological restoration projects on their property. This position is responsible for planning and leading conservation education events and liaising with local organizations and committees in support of community reforestation initiatives.

Specific Accountabilities

- Conduct field surveys and site assessments to develop tree planting plans for rural landowners and community groups.

- Provide technical assistance to tree planting clients to ensure successful completion of projects; perform post-planting survival assessments.
- Assist rural landowners with cost share program applications, including preparing and presenting applications to GRCA Rural Water Quality Program approval committees.
- Work with tree planting contractors to ensure that planting plans are adhered to and that quality of service is maintained.
- Collect, organize, maintain, and report project metrics and financial information.
- Coordinate and implement activities such as community tree planting events, workshops, webinars and other forestry related special projects.
- Support the development of outreach materials to promote conservation programs and recruit participants to GRCA tree planting and community forestry programs.
- Other duties as assigned.

Technical Accountabilities

- University degree or equivalent in forestry or resource management, with one to three years of related work experience; eligibility for membership in the Ontario Professional Foresters' Association an asset.
- Experience working with landowners to develop tree planting plans.
- Applied knowledge of silvics, forest management and terrestrial ecosystems.
- Applied knowledge of agroforestry, ecological restoration and tree planting practices.
- Proficiency in identifying Southern Ontario tree and shrub species, including invasive species, forest pests and diseases.
- Experience organizing community events and developing outreach material for diverse audiences.
- Proficiency with Microsoft Office Suite and ArcGIS
- Ability to adhere to service delivery expectations and to deal with the public in an effective and courteous manner.
- Highly organized and self-motivated, with the ability to prioritize tasks to meet competing project demands.
- Excellent communication skills (written and verbal) for writing reports, correspondence, planting plans and conducting presentations.
- Ability to work outdoors in all weather conditions.
- Valid Ontario Class G driver's license in good standing; and a satisfactory Vulnerable Sector Check.

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.

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 - Maintains high level of productivity and self-direction. Demonstrated experience working under pressure and handling multiple tasks simultaneously with changing priorities. 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.

Team Work - Interacts with people 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. Excellent communications skills are needed for staff relations, working inter-departmentally with respect to stewardship program delivery and other programs within GRCA.

Customer Focus - Dedicated to meeting the expectations and requirements of internal and external customers. Exceptional communication skills to create, maintain and enhance relations with municipal partners, landowners and other stakeholders.

Compensation and Benefits

- The pay range is \$36.47 to \$43.78 per hour/35 hours per week (2025 Pay Rate)
- Comprehensive benefits package with mental health services and preventative care
- Tuition reimbursement, and computer purchase loans.
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA and Conservation Ontario conservation areas (parks).

Deadline for Applications: 4:00pm May 19, 2026

Approximate Start Date: June 2026

To Apply: Please send a resume and covering letter to careers@grandriver.ca in MS Word or PDF format and quote "Forestry Specialist" in the subject line.

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

GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially.

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Director of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.