

# Cows and Fish

Alberta Riparian Habitat Management Society

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## **Job Advertisement:**

### ***Riparian Range Specialist – Southern Alberta***

***Application Deadline: February 24, 2019***

## **Riparian Range Specialist – Southern Alberta**

Cows and Fish is looking to fill a position, based in southern Alberta, focusing on the Grasslands and Foothills. This is a 1-year term position until March 2020.

As part of the Alberta Riparian Habitat Management Society-“Cows and Fish”, a self directed and motivated person will provide: provincial support to other staff through expertise in riparian ecology and range science; regional and local support to watershed / stewardship / community groups, landowners and resource agencies regarding riparian ecology and management. You will take part in coordinating and implementing community based and riparian health activities with most of your time spent on work focused around southern Alberta and (Foothills and Grasslands Natural Regions), focusing on areas with wildlife species at risk. Your office space will be in Lethbridge. You will work directly in riparian health and management extension, including grazing and other land uses, with communities, landowners and livestock producers.

### **Qualifications:**

Familiarity with riparian health evaluation methods, riparian ecology, vegetation community interactions, superior plant identification, forage production, range science, soils, computers and photography required. Experience working with community groups and landowners (particularly rural) and writing funding proposals or reports valued. You must have demonstrated strong interpersonal, written and oral presentation communication skills. Database use, GIS expertise, social media use and website design and maintenance experience are an asset. You will have a B.Sc. with a major related to environmental science, conservation or range ecology. Eligibility for P.Ag. (Alberta Institute of Agrologists) or P. Biol. (Alberta Society of Professional Biologists) required. The successful candidate should have a minimum of 2 years of practical applied work experience in extension, riparian or range management or relevant research. Education or experience related to biology/ecological processes and hydrology is required. Practical knowledge of riparian planning, management and restoration, grazing management design, or designing and developing grazing strategies is expected as part of your previous experience.

### **Hiring details:**

Position will begin March 2019. We anticipate the position length to be about 1 year based on current secured funding. Candidates must have a valid class 5 driver's license, be willing to do extensive travel (with long days), including overnight away from home and work outdoors in a field setting. Selection of candidates for interviews may begin as soon as suitable candidates are found, including before the deadline, so apply as soon as possible.

We thank all applicants for their interest. Only individuals selected for interviews will be contacted. We strongly encourage you to see our website for a detailed job description.

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(<http://www.cowsandfish.org/whatsnew/jobs.html>).

**Applications must include** a cover letter, resume, references and two samples of written work (extension or technical/scientific). **Please submit all application components as 1 digital file.**

**Submit applications by Feb 24, 2019 to:**

Email applications to: [jobs@cowsandfish.org](mailto:jobs@cowsandfish.org)

Norine Ambrose, Executive Director

Cows and Fish

2<sup>nd</sup> Floor, Avail Building, 530-8<sup>th</sup> St. S.

Lethbridge, AB T1J 2J8

Questions regarding the position can be sent to [jobs@cowsandfish.org](mailto:jobs@cowsandfish.org) or [nambrose@cowsandfish.org](mailto:nambrose@cowsandfish.org) – please include ‘job application’ in your subject line.

**Candidates must be available for in-person interviews** in Lethbridge March 5-8.

## About Us

The Alberta Riparian Habitat Management Society, also known as "**Cows and Fish**", is a non-profit society striving to foster a better understanding of how improvements in grazing and other management of riparian areas can enhance landscape health and productivity, for the benefit of landowners, agricultural producers, communities and others who use and value riparian areas.

Refer to next page for job details.

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## Job details:

The position may be long-term but is funding dependent; significant funds have been secured for only 1 year.

### Note on Compensation and Benefits:

Monthly salary is based on a 40 hour work week, and starting pay scale approximately \$4,150/month. Staff are expected to put in necessary overtime due to the nature of the work; this overtime is accumulated and is taken off at a later date. Cows and Fish has a health benefits package that is cost-shared by the employer and employee; opting out is possible for those with spousal/partner benefits.

The first few months (minimum) of employment will be extensive training and mentoring activities with various staff throughout the province, so the successful candidate must be prepared for extensive travel overnight, in a location(s) not necessarily the same as for the remainder of the position. Annual, required riparian health and related training will be held in early June, requiring staying overnight at the training location during those week days. Additional training, also away from the office location, on other dates, should also be expected. Although there will be a strong emphasis on training for consistency and expertise building, candidates with more experience and the ability to work independently quickly are preferred.

In your position as the Riparian Range Specialist within Cows and Fish, you will be required occasionally to travel throughout the province, but will be focussed extensively in the Grassland Natural Region and southern Foothills. Your area of work will include a focus in southeastern and southwestern Alberta, in areas with species at risk. As part of community-based activities, you will act as an educator, facilitator and technical advisor to assist communities, individuals and other organisations with riparian and watershed related initiatives. You will work extensively with partnering organisations on range and riparian management planning with landowners.

The Riparian Specialist will work with other staff Specialists, Executive Director and Provincial Riparian Specialist, and support and supervise Riparian Resource Analysts, to deliver and coordinate a provincially based riparian program, which focuses on awareness, team building, tool building, community based action, and monitoring, to encourage livestock producers, farmers, ranchers, other landowners and their communities and organisations to voluntarily develop and adopt improved and sustainable riparian management objectives in Alberta by way of:

*Working both provincially, regionally and locally (with a focus on regional and local work):*

1. Create and deliver presentations in a variety of settings (with or without audio-visual tools) to landowners, agricultural producers, lake residents, community groups, government agency staff, youth and the public at large. Topics include riparian form and function, grazing management, riparian and range health assessment and the Cows and Fish process, as well as many others.

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2. Provide extension and technical support on riparian and rangeland management issues, to landowners, resource professionals, and the general public. You will work extensively to assist landowners in the implementation of management changes to benefit riparian health and management, particularly of their grazing operations.
3. In consultation with other Specialist staff at Cows and Fish, initiate and participate in the creation of Cows and Fish extension materials and awareness tools and materials specific to the Cows and Fish program needs and mandate, as well as providing support to partner agencies, including advice regarding content, design and audience. This may include work online, social media and website updates and content as required.
4. Working with other Specialist staff, ensure consistent and key messages are provided during interactions with media, general public, community groups and landowners.
5. Assist with youth programming and tool development for the Cows and Fish youth extension program.
6. In conjunction with other Specialist staff and local community members, assist in community based development and selection of demonstration and profile sites.
7. Based on local community member support, lead Cows and Fish staff in the monitoring and continual updating of demonstration and profile sites.
8. Train and teach riparian health assessment techniques and plant identification to landowners and resource professionals.
9. Work extensively with provincial Watershed Planning and Advisory Councils (WPAC's) and other organisations/agencies to participate in committee and/or board activities, planning and delivery of watershed stewardship work that supports improved riparian health.
10. Work with secondary institutions and others as invited guest lecturer and potentially help plan and direct appropriate course curriculum relevant to watershed, riparian, range, grazing, and community-based action.
11. Assist in the development of required project proposals to secure grant funding on behalf of Cows and Fish.
12. Work under the direction and supervision of the Cows and Fish Executive Director and/or Provincial Riparian Specialist.
13. Supervise and coordinate contractors and consultants for various tasks associated with grant funds, where appropriate.

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14. Assist in the administration and development of an annual operation budget, including monthly tracking and processing of invoices. Lead project specific expenditure tracking and reporting related to available budget.
15. Organise and assist with workshops, field days, and tours, led by Cows and Fish, or by other collaborating organisations.
16. Assist with development and use of monitoring protocols and evaluation procedures, both for riparian and range health, as well as community and social/attitudinal measures.
17. Facilitate local community groups in developing strategic plans addressing local riparian and watershed issues, including engaging diverse stakeholders and interested organizations, to find common ground and work together. Facilitation, conflict resolution and negotiation skills are an asset.
18. At a regional level, assist local communities on a watershed/community and landscape basis to develop funding strategies to obtain financial support to pursue a variety of activities leading to improved riparian management such as, workshops, awareness tools, riparian health inventory, demonstration site development etc.
19. Assist in the supervision and coordination of the Cows and Fish staff involved in riparian health assessment and inventories to complement other Specialist staff.
20. Develop partnerships with local agricultural and conservation associations and agencies to enhance community based programming and coordinate and facilitate riparian programming within their respective jurisdictions. Extensive interaction with the MultiSAR program will be expected, as part of program delivery in southern Alberta.
21. Provide quarterly updates and assist in the development of provincial annual summary reporting for grant applications and to track and review program progress and success.
22. Operate cameras, Geographical Positioning System (GPS), 4-wheel drive and off-road (quad) vehicles to complete and assist in field work. The Specialist may be required to live in a field/camp setting for short periods, provide own food, camping and cooking equipment. A daily rate for expenses is provided for work related travel.