

# Cows and Fish

Alberta Riparian Habitat Management Society

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**Job Announcement:**  
**Riparian Resource Analyst - 2 positions**  
**Application Deadline: Feb 25, 2019**



Cows and Fish is currently looking to fill two positions to collect and interpret riparian health inventory data. Self-directed and motivated individuals are required to assist with riparian inventory and health assessments in Alberta for Alberta Riparian Habitat Management Society – known as Cows and Fish. You will be part of a team collecting vegetative and physical baseline information of riparian function on various streams, rivers, lakes and wetlands across Alberta during the summer months. Inventory data collected will assist local communities and our organization to address riparian land management issues throughout the province.

You will possess a B.Sc. in Agriculture, Biological or Environmental Sciences with a strong emphasis in range management and terrestrial / aquatic ecology. Related degree or diploma with experience working on ecological data collection and sustainable agricultural issues will be considered. Strong plant identification skills are required. You must be highly proficient using computers and have strong written communication skills because report writing is a strong component of the position. You will have strong interpersonal and verbal communication skills. An understanding of landscape processes including fluvial geomorphology and watershed function is an asset. Candidates must be willing to travel extensively overnight away from home and possess a valid Class 5 driver's license. Refer to our web site or attached for full job details [[www.cowsandfish.org/whatsnew/jobs.html](http://www.cowsandfish.org/whatsnew/jobs.html)]. You should be available for an in-person interview on select dates March in Lethbridge.

There are 2 potential positions for which we are looking for candidates:

1. **Riparian Resource Analyst x 2.** These are **full time positions** (starting March-May 2019). The positions will be offered as one-year term with the intention of extension longer term. The positions will be based in the Lethbridge Cows and Fish office, with most of Oct-June being office-based. Through much of June to September, individuals are required to live in a camp setting while working in the field, away from Lethbridge.

**Submit applications by Feb 25, 2019 to: Email: [jobs@cowandfish.org](mailto:jobs@cowandfish.org)**

Please include "Riparian Analyst - Job application" in email subject line. Questions regarding the position can be sent to [jobs@cowandfish.org](mailto:jobs@cowandfish.org) prior to the deadline. Applications must include a cover letter, resume, and references AND 2 writing samples **must** be provided.

**Please submit all items as one file.** Early applications are encouraged.

## Hiring

- Only those selected for interviews will be contacted.
- Interviews will likely be held early March in Lethbridge, Alberta. Candidates **should** be available to attend an in-person interview during that time.

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## **Job Details:**

### **Additional Riparian Resource Analyst Job Description Details:**

- The position is for a full-time long-term position, based in Lethbridge, Alberta, starting no later than May 15 but sooner if possible. Exact start date to be determined with successful candidate. First 6 months or 1 year will be probationary. Salary approx. \$3,100-3,250 per month depending on qualifications and experience.
- The position will be based in Lethbridge, Alberta, although extensive travel during the spring and summer will cover many areas of the province. A very limited amount of travel will be required October to May. Depending on the candidate and program needs, there may be future opportunity for the office component of the position to be based elsewhere with other staff, once the individual is well established in the position (not any sooner than 1 year).
- The position is with the Alberta Riparian Habitat Management Society, commonly known as Cows and Fish. Cows and Fish is a small, non-profit society, comprised of approximately 15 staff. We are committed to improving the awareness and understanding of riparian areas and riparian health to aid landowners and communities manage their riparian areas, through proactive, voluntary approaches driven by the landowner and local community.
- The Analyst will be required to provide their own food, camping and cooking equipment for the summer field season work. Hip waders will be supplied by Cows and Fish. A daily rate to cover meal and camping expenses is provided. Staff will be provided with a work-designated vehicle for the field work portion of the job.
- Field activities involve surveying numerous riparian systems (lotic and lentic) within various project areas in Alberta following the Alberta lotic and lentic riparian health inventory and assessment protocols (go to “Download our Riparian Health Assessment Forms and User Manuals” at [www.cowsandfish.org/riparian/health.html](http://www.cowsandfish.org/riparian/health.html) for simplified field methods.)
- Approximately two weeks of familiarisation and training will be provided prior to fieldwork. Riparian health inventory training is held approximately the first week of June each year and attendance at that training is mandatory.
- Riparian health inventory field work at each riparian site is generally done by two staff, working collaboratively. The two staff will travel together and stay at the same camping facility, although will be responsible for their own meals and camp gear.
- Candidates must be willing to travel and be away from home overnight for the majority of weekdays during the summer. Occasionally, work on weekends may be required.
- Field days are often long (i.e. more than 8 hours), and overtime is banked.

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- **Strong plant identification skills and interest in plants is required.**
- Previous experience with handheld GPS units, cameras, maps and air photo interpretation is valuable, and proven experience in a field setting important.

## *Office based work*

- The job requires a self-motivated, enthusiastic, and team-oriented individual. Individuals are required to work closely with their colleagues to complete various elements of riparian health related and other tasks.
- Tasks shared among the Riparian Resource Analysts will include limited project area stratification and site selection and occasional verbal presentations.
- Tasks shared among the Riparian Resource Analysts will include extensive air photo interpretation (mostly via digital aerial imagery), extensive data entry and verification, image cataloguing, GIS mapping, extensive preparation of materials for reporting, and extensive report writing to summarise results from field work.
- Using riparian health data, the analyst will prepare summaries, reports and other written materials for landowners and community groups using Cows and Fish templates.
- Office duties may also involve assisting the Executive Director and Riparian Specialists with various administrative and project-related tasks.
- Knowledge and use of computer spreadsheet, word processing and graphics software programs is required. Some experience with GIS also valuable.