

# Cows and Fish

Alberta Riparian Habitat Management Society

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## **Job Advertisement:** ***Riparian Specialists – Southern Alberta*** ***Application Deadline: September 15, 2023***

### **Riparian Specialists – Southern Alberta**

Cows and Fish is looking to fill two positions in Alberta: Lethbridge: full-time long term position; Calgary: 75% to full time, term or long term position. New team members that have a diverse skill set and are interested in growing with our organization are desired.

As part of the Alberta Riparian Habitat Management Society -“Cows and Fish”, self-directed and motivated individuals will provide: provincial support to other staff and regional and local support to watershed / stewardship / community groups, livestock producers, and resource agencies regarding riparian ecology, range science and management. You will take part in coordinating and implementing community based and riparian health activities with the majority of your time spent on work focused around southern Alberta Grasslands and the Foothills Natural Region, including urban work. Office spaces will be provided but may include a hybrid (working from home and office) or shared space. You will work directly in riparian health and management extension with diverse land users, from grazing to recreation, from urban to rural.

#### **Qualifications:**

Familiarity with riparian health evaluation methods, riparian ecology, vegetation community interactions, superior plant identification, range science, soils, computers, and photography required. Experience working with community groups and landowners (both urban and rural) and writing funding proposals or reports valued. You must have strong interpersonal, written, and oral presentation communication skills. Database use, regulatory approvals, GIS expertise, social media use, and website experience are assets. Familiarity with partners and project management valued. 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 but those already with professional status preferred. The successful candidates should have a minimum of 2-6 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 wildlife, riparian planning, management and restoration, grazing, and other management strategies, is expected as part of your previous experience.

#### **Hiring details:**

Positions begin fall 2023. 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 as well as in public outreach settings. We thank all applicants for their interest. Only individuals selected for interviews will be contacted.

**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.**

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Please include “Riparian Specialist” in the email subject line.

**Submit applications by September 15, 2023** to:

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

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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@cowandfish.org](mailto:jobs@cowandfish.org).

**Candidates must be available for interviews (preferably in person)** select dates Oct 10-19, 2023.

## 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 additional page for job details.

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## **Job details:**

### Note on Compensation and Benefits:

Monthly salary is based on a 40 hour work week, and along a pay scale approximately \$4,460 - \$5,880/month. We are willing to consider a position working from 75%-100% full time. 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.

We value expertise and invest in training: 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 appreciated.

In your position as the Riparian Specialist within Cows and Fish, you will be required occasionally to travel throughout the province, but will be focussed extensively in the area within 3-5 hours travel of the position (Lethbridge or Calgary). 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. Project management skills will be applicable to many aspects of your work. You will work extensively with partnering organisations on range and riparian management planning with landowners, particularly livestock producers.

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, recreationalists, 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, rural and urban 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

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Cows and Fish process, as well as many others. *It is assumed that the candidate will utilise much of the existing content and presentations and with experience, build upon these.*

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 as part of beaver management and / or 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. 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.
10. Work extensively with provincial Watershed Planning and Advisory Councils (WPAC's), counties and other organisations/agencies to participate in committee activities, planning and delivery of watershed stewardship work that supports improved riparian health.
11. Foster relationships and help build teams of sometimes unusual partners, competing or conflicting land user groups, and community members, related to riparian health and land management, to enhance community-based involvement and implementation of riparian work in their areas, facilitating and coordinating this work as needed.

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12. Facilitate local community groups and landowners in developing strategic or other 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.
13. Work extensively with local communities and teams built (including landowners and land users) to participate in activities, plan and deliver watershed stewardship work that supports improved riparian health. Implementation of riparian restoration and grazing management changes would be included. Some supervision and coordination of volunteers will be required for implementation of restoration work.
14. Assist in the development of required project proposals to secure grant funding on behalf of Cows and Fish.
15. Supervise and coordinate contractors and consultants for various tasks associated with grant funds, where appropriate.
16. Assist in the administration including monthly tracking and processing of invoices. Lead project specific expenditure tracking and reporting related to available budget.
17. Organise and assist with workshops, field days, and tours, led by Cows and Fish, or by other collaborating organisations.
18. 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.
19. Support 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.
20. Supervise and coordinate Cows and Fish staff involved in riparian health assessment and inventories to complement other Specialist staff.
21. Provide community or watershed reporting of riparian health work, including editing and overseeing individual site reporting (done by Riparian Resource Analysts), and leading writing of watershed riparian health reports, using agreed upon templates. Some GIS mapping may be required.
22. Complete extensive reporting and tracking of communications, partnerships, activities and work, for internal use and reporting to partners and funders.
23. Provide regular updates and assist in the development of provincial annual summary reporting for grant applications and to track and review program progress and success.

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24. Use all required field equipment, including: Operate cameras, Geographical Positioning System (GPS) (or other mobile data collection devices), 4-wheel drive and possibly off-road (quad) vehicles to complete and assist in field work. The Specialist may occasionally 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.
25. Work under the direction and supervision of the Cows and Fish Executive Director and/or Provincial Riparian Specialist.