



Job Announcement:

Riparian Resource Analysts – up to 1-2 positions

Riparian Resource Technician – up to 1 position

Application Deadline: February 7th, 2025

Cows and Fish wants to identify interested candidates for possible positions to collect and interpret riparian health inventory data. Self-directed and motivated individuals are required to assist with riparian inventory and health assessments for Riparian Management Society – known as Cows and Fish. You will be part of a team collecting vegetative and physical information of riparian function on various streams, rivers, lakes and wetlands across Alberta during the summer months, which is then analyzed and used in reporting throughout the remainder of the year. Data collected will assist local communities and our organization address riparian land management issues throughout the province. More job details cowsandfish.org/careers.

You will possess a B.Sc. in Agriculture, Biological or Environmental Sciences with a strong emphasis in terrestrial / aquatic ecology and range management. Related degree or diploma with experience working on ecological data collection and sustainable agricultural issues will be considered. **Strong plant identification skills are required.** For the analyst positions, you must be highly proficient using computers and have strong written communication skills because report writing is a large component of the position. You must also 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 and possess a valid Class 5 driver's license.

Hiring Details: Locations: Lethbridge or Calgary, depending on our needs.

Riparian Resource Analyst (Up to 1-2 positions) – Full time position, starting approximately May 1st, 2025 with a starting salary of \$3,900 - \$4,100 per month, depending on qualifications. Will be offered as a 1 year term with the potential for extension. Most of Oct-June is office based; June-Sept. (M-F) is field based and requires living in a camp setting while working.

Riparian Resource Technician (up to 1 position) – Approximately 4-6 months, full-time term position, starting no later than May 15th, 2025 with a salary of \$3,500-\$3,800 per month, depending on qualifications. This position is field-oriented and requires individuals to live in a camp setting most workdays (M-F).

Submit applications by Feb. 7th, 2025 to jobs@cowsandfish.org

Send questions to jobs@cowsandfish.org at least 2 days prior to the deadline. Applications must include a cover letter, resume, and references; if applying for the analyst position, also include 2 writing samples. **Please submit all items as 1 file.**

Early applications are encouraged. Only those selected for interviews will be contacted. Please indicate location(s) and position(s) you are applying for.



Job Details:

Additional Riparian Resource Analyst Job Description Details:

- Note: the Riparian Resource Technician position is the same in the field season as the Analyst role but the Technician is only present during the field season.
- The position is for a full-time, term position, starting no later than May 15th but potentially sooner. The first 6 months or 1 year will be probationary. The position will be extended based on successful performance and funding availability.
- The position(s) will be based in Lethbridge, or Calgary, 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 our other staff, once the individual is well established in the position (not any sooner than 1 year).
- The position is with the Riparian Management Society, commonly known as Cows and Fish. Cows and Fish is a small, non-profit society, comprised of approximately 20 staff. We are committed to improving 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 and Technician 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 fieldwork 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 for simplified field methods.)

- Approximately two weeks of familiarization and training will be provided prior to fieldwork. Riparian health inventory training is held 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 expected and will be banked.
- **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 (for the analyst position):

- The job requires a self-motivated, enthusiastic, and team-oriented individual, who pays attention to details. 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 air photo interpretation (mostly via digital aerial imagery, GIS), extensive data entry and verification, image cataloguing, limited GIS mapping and extensive preparation of materials to contribute to riparian health reporting.
- Tasks shared among the Riparian Resource Analysts include extensive report writing to summarize results from field work. Much of November to March is spent writing reports from data collected in the summer; editing and oversight of report writing is done by more senior staff.
- Using riparian health data, the analyst will prepare summaries, reports and other written materials for landowners and community groups using Cows and Fish templates.

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- Office duties may also involve assisting the Executive Director and Riparian Specialists with various administrative and project-related tasks and occasional outreach and extension events.
- Knowledge and use of computer spreadsheets, word processing and graphics software programs is required. Some experience with GIS is also valuable.