

Cows and Fish

Alberta Riparian Habitat Management Society



Job Announcement: **Riparian Resource Analysts – 2 positions** **Application Deadline: October 26, 2020**

Cows and Fish is currently looking to fill 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, which is then analyzed and used in reporting throughout the remainder of the year. 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]. You should be available for an in-person or online interview on select dates November 16-19th in Lethbridge.

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

- **Riparian Resource Analyst x 2.** These are **full time positions** (starting Nov 2020-Jan 2021). The positions will be offered initially as a one-year term with the intention of extension to future years. The positions will be based in Lethbridge, with most of Oct-May being office-based. June to September (M-F), individuals are required to live in a camp setting while working in the field away from the office base, with very limited office days.

Submit applications by Oct 26, 2020 to: Email: jobs@cowsandfish.org

Questions can be sent to jobs@cowsandfish.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 1 file.** Early applications are encouraged.

Hiring

- Only those selected for interviews will be contacted.
- Interviews will be held November 16-19th, 2020 in Lethbridge, Alberta or online. Candidates **should** be available to attend an in-person or on-line interview during that time.

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Job Details:

Additional Riparian Resource Analyst Job Description Details:

- The position is for a full-time, term position, starting no later than Jan 1 but sooner if possible. The first 6 months or 1 year will be probationary and extended based on successful performance. Starting salary approx. \$3,200-3,600 per month depending on qualifications and experience. Assuming the 1st year goes well, the positions will be extended: 1 position may be extended (2.5 year term) and the other position will be made long-term.
- The positions 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 our 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 for simplified field methods.)
- Approximately two weeks of familiarisation 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.

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- 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

- 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 extensive air photo interpretation (mostly via digital aerial imagery), 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 Resources Analysts include extensive report writing to summarise 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.
- 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 spreadsheet, word processing and graphics software programs is required. Some experience with GIS also valuable.