



Job Announcement: Applied Ecologist

SwampDonkey (www.swampdonkeysolutions.ca/) is pleased to announce an opening for an Applied Ecologist. We focus on planning, implementing, and evaluating ecosystem restoration; evaluating plant and animal response to habitat, human land uses, and natural and anthropogenic disturbances; and supporting land use planning, policy development, and negotiation efforts. We strive to blend perspectives, generate knowledge, produce practical, workable policy and conservation solutions that benefit people and ecosystems.

This position will focus on restoration ecology but will include participation across a range of disciplines under that umbrella including wildlife and forest ecology. The successful candidate will be part practitioner and part researcher to support a range of projects and company goals.

Position: Applied Ecologist, full time

Pay range: \$80,000 - 100,000 (depending on demonstrated experience), up-to 6 weeks off, health insurance

Location: Remote, but western Canada preferred

Scope

SwampDonkey is looking for someone to join our growing team as a full time Applied Ecologist. If you are an outside-the-box-thinker who can bring creativity and diligence to evaluating complex ecological issues, developing and testing novel restoration treatments and strategies, and understanding how and why species and ecosystems respond to natural and anthropogenic disturbances, then this position is for you!

The successful candidate will participate in a range of ongoing and new projects for existing and new clients. The bulk of this position will focus on ecosystem restoration. To that end, success in this position will require a broad knowledge base and a systems thinking approach on “all things restoration”, especially in western Canadian boreal and mountain ecosystems. A clear understanding of the associated ecologies, disturbance regimes, land uses, and management paradigms across this region, along with how those things practically relate to one another is a must. The successful candidate will work to develop, test, evaluate, and improve upon approaches to restoration planning and implementation at multiple scales (i.e., from the individual disturbance to broad landscapes with many disturbances, rightsholders, and stakeholders). Success in that endeavor requires experience developing realistic and workable treatment techniques to address ecological processes that can “daisy-chain” success regrowing expected forest conditions in ways that affect animal behaviours and interactions. Part of this scope includes collecting and analysing data to generate new understandings of underlying ecological patterns and processes driving restoration needs.

Position sketch

The position includes a mix of office (more) and field (less) work. Office work will include research and reporting on a range of topics including plant and forest ecology, wildlife ecology, and restoration ecology; development of study design and protocols; and creation of restoration plans, frameworks, and guidance. Field work will include data collection, operator training (in restoration techniques), and project management across a range of disciplines. Sometimes field work requirements come up on short notice.

This position will also include at least some support for other, non-restoration focused projects.

In most cases, the successful candidate will enjoy “room to run” to explore new ideas, develop and test applied research questions, and write up results for submission to peer-reviewed and popular publication.

Required qualifications

While there is no hard-and-fast expectation for previous educational or work experience, the successful applicant will at minimum have a graduate degree and some previous work experience. SwampDonkey is less interested in the letters besides your name and more interested in the right combination of education and work experience.

The successful applicant will be able to clearly demonstrate how they have put their education and work experience toward applied and productive outcomes.

The successful candidate will be able to demonstrate:

- A track record of data analysis, writing technical and peer-reviewed materials, and translating those materials into plain language products for broad consumption.
 - *You will be expected to consistently analyse wildlife and vegetation data, interpret those findings in technical and peer-reviewed and plain language materials, and publish and communicate information across a range of venues to a range of people and perspectives. Strong verbal and written communication skills are an absolute must.*
- Experience working in work-from-home and field settings.
 - *You will be expected to be able to hit the ground running both in your own office with limited direct oversight, and in the field often in remote locations.*
 - *Effective time management skills, self-directed work planning, and reliable task completion are an absolute must.*
- Experience working across knowledge systems and with people who hold different perspectives and opinions.
 - *You will be expected to work professionally and effectively in teams, often comprised of people with different backgrounds and who may strongly hold opinions and beliefs that differ from your own.*

It is preferred that the successful candidate has:

- Prior experience working closely with First Nations and Guardians in office and field setting.
- Prior experience working in collaborative teams including a range of clients, partners, and collaborators across specialities.

Please send a short letter and a CV (or like) that demonstrates your abilities and prior experience, and 3 references that can speak to the same to jesse@swampdonkeysolutions.ca with Applied Ecologist in the subject line. Position open until filled.