

2022 Job Descriptions – The Land Between and Turtle Guardians

Turtle Field Technician

(approximately 4 positions available)

Salary Range: \$16-18/hour, based on experience

35 hours per week

Field Technicians will conduct field research on roads and/or private properties to find observations of turtle species at risk. In teams of two, technicians will monitor pre-set survey routes throughout The Land Between bioregion. When a turtle is located, under permit, technicians will collect data on body condition (size, weight), habitat, and climatic conditions. Field technicians will further be responsible for the excavation and proper incubation of turtle eggs, as well as the accurate and timely entry of data. The role also will also include responding to turtle observation calls by the public, and educating landowners and the public on the biology and threats to the species and their habitats.

The role will further involve written or digital communications, to relay research results and recommendations in reports, newsletters, blogs, video or social media posts. This position involves some independent work such as in-house research, but the job is chiefly team-based as staff will work with other team members on a daily basis in the field and in the office.

Applicants must be willing and able to work shifts from approximately 4:30pm to 11:00pm during the active turtle season (approximately mid May to mid July), as well as from approximately 7am to 11am on rainy mornings. Applicants must also be available to work weekends during the active turtle season.

Please note, only those applicants who live/have a place to stay/are willing to relocate to the following areas will be considered for the field technician positions:

- Haliburton County
- Peterborough County/City of Kawartha Lakes
- In or near the town of Bancroft
- County of Muskoka

Junior Shoreline Naturalization Technician/Field Technician

(approximately 1 position available)

Salary Range: \$15-\$18/hour, based on experience

35 hours/week

This role will be two fold: Part field technician and part junior shoreline naturalization technician.

As a Field Technician, the successful candidate will conduct field research on roads and/or private properties to find observations of turtle species at risk. In teams of two, technicians will monitor pre-set survey routes throughout The Land Between bioregion. When a turtle is located, under permit, technicians will collect data on body condition (size, weight), habitat, and climatic conditions. Field technicians will further be responsible for the excavation and proper incubation of turtle eggs, as well as the accurate and timely entry of data. The role also will also include responding to turtle observation calls by the public, and educating landowners and the public on the biology and threats to the species and their habitats.

The role will further involve written or digital communications, to relay research results and recommendations in reports, newsletters, blogs, video or social media posts.

Applicants must be willing and able to work shifts from approximately 4:30pm to 11:00pm during the active turtle season (approximately mid May to mid July), as well as from approximately 7am to 11am on rainy mornings. Applicants must also be available to work weekends during the active turtle season. After the turtle season, applicants must be available to work a Tuesday to Saturday schedule for the duration of the contract.

Please note, only those applicants who live/have a place to stay/are willing to relocate to the following areas for the active turtle season will be considered for the field technician positions:

- Haliburton County
- Peterborough County/City of Kawartha Lakes
- In or near the town of Bancroft
- County of Muskoka

As a Junior Shoreline Naturalization Technician, the applicant will design naturalization and restoration projects on private lands using App technologies, and write reports to assist landowners in naturalizing and managing properties. The role also includes educating landowners and the public on the biology and threats to the species and their habitats at public/online events and workshops, and directly through landowner site visits. Therefore the incumbent will facilitate landowner contact, will be involved in workshop design and delivery, and will participate in public outreach including public/online or outdoor presentations. The incumbent will have the opportunity to lead various training, engagement and educational events.

Junior Invasive Species Technician/Field Technician

(approximately 1 position available)

Salary Range: \$15-\$18/hour, based on experience

35 hours/week

This role will be two fold: part Field Technician, part Junior Invasive Species Technician.

As a Field Technician, the successful candidate will conduct field research on roads and/or private properties to find observations of turtle species at risk. In teams of two, technicians will monitor pre-set survey routes throughout The Land Between bioregion. When a turtle is located, under permit, technicians will collect data on body condition (size, weight), habitat, and climatic conditions. Field technicians will further be responsible for the excavation and proper incubation of turtle eggs, as well as the accurate and timely entry of data. The role also will also include responding to turtle observation calls by the public, and educating landowners and the public on the biology and threats to the species and their habitats.

The role will further involve written or digital communications, to relay research results and recommendations in reports, newsletters, blogs, video or social media posts.

Applicants must be willing and able to work shifts from approximately 4:30pm to 11:00pm during the active turtle season (approximately mid May to mid July), as well as from approximately 7am to 11am on rainy mornings. Applicants must also be available to work

weekends during the active turtle season. After the turtle season, applicants must be available to work a Tuesday to Saturday schedule for the duration of the contract.

Please note, only those applicants who live/have a place to stay/are willing to relocate to the following areas for the active turtle season will be considered for the field technician positions:

- Haliburton County
- Peterborough County/City of Kawartha Lakes
- In or near the town of Bancroft
- County of Muskoka

As a Junior Invasive Species Technician, the incumbent will assist in the management of the invasive species portfolio at The Land Between. The duties associated with this role will include assisting with the Phragmites Fighters Citizen Science program (volunteer recruitment, training and coordination), and delineating trends in invasive species distribution in the region. The technician will further assist and potentially lead manual invasive Phragmites removal efforts in priority areas. As part of a team of conservation technicians, the incumbent will also work to educate municipalities and road crews on the threats posed by invasive species (and their role in addressing these threats), and assist in the development of an invasive species management plan for The Land Between bioregion. Finally, the role will involve written and/or digital communications, to relay research results and recommendations in reports, newsletters, blogs, video or social media posts.

Incubator/Field Technician

(approximately 2 positions available)

Salary Range: \$15-\$18/hour, depending on experience

35 hours/week

This position will be two fold: part Field Technician, part Incubator Technician.

Please note, this position will require in-person work at The Land Between field office in Haliburton, Ontario. If you are unable/unwilling to commute to this location every day for the duration of this position, please do not apply.

As a Field Technician, the successful candidate will conduct field research on roads and/or private properties to find observations of turtle species at risk. In teams of two, technicians will monitor pre-set survey routes throughout The Land Between bioregion. When a turtle is located, under permit, technicians will collect data on body condition (size, weight), habitat, and climatic conditions. Field technicians will further be responsible for the excavation and proper incubation of turtle eggs, as well as the accurate and timely entry of data. The role also will include responding to turtle observation calls by the public, and educating landowners and the public on the biology and threats to the species and their habitats.

The role will further involve written or digital communications, to relay research results and recommendations in reports, newsletters, blogs, video or social media posts.

Applicants must be willing and able to work shifts from approximately 4:30pm to 11:00pm during the active turtle season (approximately mid May to mid July), as well as from approximately 7am to 11am on rainy mornings. Applicants must also be available to work weekends during the active turtle season. After the turtle season, applicants must be available to work a Tuesday to Saturday schedule for the duration of the contract.

As an incubator technician, the incumbent will support egg incubation efforts including daily checks of nests for mold, hatching eggs, etc; daily checks of the incubator to ensure conditions remain optimal for incubation, processing of nests to prepare them for incubation, detailed record keeping, hatchling care and release.

Communications Specialist/Field Technician

(approximately 1 position available)

Salary Range: \$15-\$18/hour, depending on experience

35 hours/week

This role will be two fold: part Field Technician, part Communications Specialist.

As a Field Technician, the successful candidate will conduct field research on roads and/or private properties to find observations of turtle species at risk. In teams of two, technicians will monitor pre-set survey routes throughout The Land Between bioregion. When a turtle is located, under permit, technicians will collect data on body condition (size, weight),

habitat, and climatic conditions. Field technicians will further be responsible for the excavation and proper incubation of turtle eggs, as well as the accurate and timely entry of data. The role also will include responding to turtle observation calls by the public, and educating landowners and the public on the biology and threats to the species and their habitats.

Applicants must be willing and able to work shifts from approximately 4:30pm to 11:00pm during the active turtle season (approximately mid May to mid July), as well as from approximately 7am to 11am on rainy mornings. Applicants must also be available to work weekends during the active turtle season.

Please note, only those applicants who live/have a place to stay/are willing to relocate to the following areas for the duration of the active turtle season (mid May to mid July) will be considered for the field technician positions:

- Haliburton County
- Peterborough County/City of Kawartha Lakes
- In or near the town of Bancroft
- County of Muskoka

After the active turtle season, there may be an opportunity for the incumbent to work from home/away from the office while carrying out the duties associated with the communication specialist role.

The communication Specialist will be responsible for communicating the programs, projects and messages of The Land Between Charity and Turtle Guardians to the public at large in media, in newsletters, and in The Land Between's new magazine The Skink. The incumbent will use both visual and written media (videos, posters, infographics, videos, blogs, etc.) to communicate sometimes complex and intricate environmental issues in ways that are accessible and easy to interpret by children, youth and adults alike. Specific duties will include creating written and visual content in the forms of blogs for newsletters and The Skink magazine, designing and coordinating the release of the Skink magazine, and other communications tasks as required. The specialist will promote the goals of the charity, the places, features and assets of the region to Ontarians and the world.

Senior Conservation Program Coordinator

(1 position available)

Salary Range: \$20-\$25/hour, depending on experience

35 hours/week

The Senior Conservation Coordinator will assist in all aspects of The Land Between's activities including staff management, grant applications, administrative support, and conservation program coordination and delivery. This role will further involve regular communications and coordination with landowners, staff, project partners, etc. The role will involve strategic planning to advance conservation, operationalizing aspects of the conservation strategy for Species at Risk across the region, and delivering workshops and outreach to stakeholders. This position requires flexibility, strong organizational skills, and the desire and adaptability (the willingness to wear multiple hats at the same time).

As with all staff of The Land Between during the summer months, the Senior Conservation Program coordinator will participate in road surveys for reptile species at risk. In teams of two, technicians will monitor pre-set survey routes throughout The Land Between bioregion. When a turtle is located, under permit, technicians will collect data on body condition (size, weight), habitat, and climatic conditions. Field technicians will further be responsible for the excavation and proper incubation of turtle eggs, as well as the accurate and timely entry of data. The role also will include responding to turtle observation calls by the public, and educating landowners and the public on the biology and threats to the species and their habitats.

Work from home is an option for this position, with the understanding that semi-regular (at least twice per month to start, Covid-dependent, specifics to be agreed upon if job offered) trips to the office in Haliburton will be required.

Junior Blue Lakes Program Assistant/Shorland Naturalization Technician

(approximately 2 positions available)

Salary Range: \$16-\$18/hour, depending on experience

35 hours/week

This position involves researching, analyzing, summarizing and communicating results and issues related to lake health. The role involves working with lake associations across the region to understand information needs, to outline educational opportunities, and to design and deliver training programs related to monitoring water quality, fisheries and other chemical and physical parameters. The incumbent will write reports, newsletters, and will design and deliver webinars, presentations, and workshops to advance lake health, including teaching landowners how to take water quality measurements, providing site visits and guidance as to how lakeshore owners can improve the ecosystem functions and limit impacts of development on their properties, become involved in Citizen Science etc. The position involves working with research institutions to monitor and communicate trends in lake health. The position involves promoting the program(s) that support lake health, recruiting participants and volunteers through outreach and by creating media and digital content and communications. Finally, the position involves being part of a larger steering committee to guide the development of the program and working with partner organizations to enhance and integrate complementary initiatives.

Applicants located/with the ability to relocate to the following areas of The Land Between bioregion will be given preference for this position however, all applicants are welcome to apply:

- Haliburton County
- Muskoka County
- Hastings County
- Peterborough/City of Kawartha Lakes

GIS and Computer Programmers

(approximately 2 positions available)

Salary Range: \$16-\$20/hour, depending on experience

35 hours/week

GIS: This position involves working with ecological and spatial data in an ESRI framework; modeling landscape priorities for Species at Risk. The role also involves gathering, standardizing and warehousing data related to Species at Risk from research and public reports. The role also involves mapping cultural assets (build heritage and stories), agricultural productivity, mapping species ranges, modeling suitable habitats, mapping sampling points against land uses, analyzing results and recording metadata. Knowledge of Story Maps is an asset. The role requires data sensitivity training/knowledge of how to work with Species at Risk and cultural datasets. This is an advanced GIS position.

Computer Programming: The role involves creating and editing apps that help the public identify and monitor wildlife, as well as to support eco-based tourism in the region directing people to sites and features of interest across the region. Therefore this position involves knowledge of computer programming- ios and android- and cyber security measures. The role involves creating a data management framework, data capture hierarchy, and aesthetic for the platform. The position involves working with ecological and cultural specialists at the charity to identify needs, resources, information etc. for the apps; and then piloting the apps with the organization's volunteer base. This position is core to the field research teams, volunteers, and partnerships, and will involve field testing and experience to ensure the app content and function are performing to desired standards.

These positions are work from home.

Turtle Camp Counselors

(approximately 2 positions available)

Salary Range: \$15-\$17/hour, depending on experience

35 hours/week

The camp counsellor will be responsible for supervising, teaching, and leading children from ages 7-12 in turtle camp activities, including games that relate to wildlife, biology, and turtle identification. The role involves working with live turtles and using our "Teaching Turtles" to help kids learn and connect to nature. Maintain safety protocols for children, schedule activities, nurture learning. These positions require some previous experience in education or with children and knowledge of biology or conservation ecology. Previous work in the conservation sector is an asset.

These positions will require the incumbent to be in person at the Halliburton Field office for the duration of the camp (2 weeks), as well as at least semi-regular in-person visits (Covid-dependent) to the Halliburton office in advance of the camp to assist in planning and preparations.

Junior Bird Conservation Technician

(approximately 1 position available)

Salary Range: \$15-\$18/hour, depending on experience

35 hours/week

The Bird Conservation Technician will be tasked with organizing and leading aspects of The Land Between's summer Bird Portfolio. The role involves sampling insects to support insectivore habitat analyses. The role also involves working with Motus technologies to track birds, and coordinating with partners to share information and to support research and sampling protocols. Duties will include organizing and leading a series of birding walks, coordinating The Land Between's Nightjar Survey Citizen Science program, and creating educational content around common and at risk bird species. Organizing and leading bird walks will involve planning and promoting the bird walking events, leading participants on the birding walks, and teaching participants birding basics and common bird identification. These bird walks will follow current public health guidelines related to COVID-19. Coordination of The Land Between Nightjar Survey Citizen Science program will involve

volunteer recruitment, instruction and support, as well as regular communications with volunteers and partner organizations. Educational content creation will involve researching, distilling and synthesising up-to-date research and knowledge on common and at risk birds, their threats, and the roles they play in a functioning ecosystem, and creating content such as webinars, webpage content and blogs to educate the public.

The Bird Conservation Technician will also participate in site visits to private land with other conservation technicians to assess the habitat suitability of areas for at-risk bird species, assist in writing reports to assist landowners in naturalizing and managing their properties for common and at-risk bird species, and assist in generating communications and/or resources for municipalities on how best to mitigate harm to bird species at risk.

Communications Specialist

(approximately 1 position available)

Salary Range: \$15-\$18/hour, depending on experience

35 hours/week

The communication Specialist will be responsible for reviewing and summarizing topical conservation research projects, creating literature reviews, and writing articles based on findings. The role may involve interviewing experts and partners. The role also involves communicating the programs, projects and messages of The Land Between Charity and Turtle Guardians to the public at large in media, in newsletters. The role involves coordinating the completion and launch of The Land Between's new magazine The Skink. The incumbent will use both visual and written media (videos, posters, infographics, videos, blogs, etc.) to communicate sometimes complex and intricate environmental issues in ways that are accessible and easy to interpret by children, youth and adults alike. Specific duties will also include creating visual content to support blogs and newsletters and for The Skink magazine, designing and coordinating the release of the Skink magazine, and other communications tasks as required. The specialist will promote the goals of the charity, topical subject matters, as well as the places, features and assets of the region to Ontarians and the world.

This position is available as a completely remote (work from home) role.