

Field Biologists/Technicians and Conservation Biologist



Please apply through our website(s) only:

www.thelandbetween.ca/hiring

Locations: Haliburton, Hastings, Lanark, Leeds and Grenville, London area, Peterborough, and Muskoka

Employment type: This role can be a Full Time Seasonal (35 hrs/week) position for candidates qualifying for Youth Employment Strategy subsidies between the ages of 15 and 30, or Part Time at 15 hours per week for candidates over the age of 30 years old.

Rate of pay: \$18.00-\$22.00 depending on experience

Anticipated start: Early May 2026

Job Description(s)

Both positions involve the following:

The Land Between is looking for a responsible detail oriented individual to join our team as Conservation Biologist and Field Technician.

The incumbent will gain experience in herpetology, Species at Risk field research, wildlife handling, data integrity and protocols, and science communication.

The Field components involve working under wildlife permits to be responsible for turtle morphometric sampling, wetland inventories, turtle nest excavation and release of turtle hatchlings. You will respond to public calls reporting wildlife on public and private lands, and will interpret conservation needs and threats to the community. You will represent conservation and provide interpretive information to members of the public, sensitively and with the awareness of threats to Species at Risk, not revealing locations.

You will survey roadways for activity and to support vulnerable species. You will also be involved in invasive species and wildlife habitat inventories as needed throughout the season. Assistance with habitat restoration activities and road ecology/threat mitigation installation projects will be part of the role. You will have awareness and work with data sensitivity due to handling both locational information and photos of Species at Risk. You

will be sensitive and respectful of landowner rights and public attitudes, as a representative of wildlife conservation and this sector.

The Conservation Biologist positions also involve providing interpretive tours and educational outreach in Haliburton and area, and will be adept at communications to the public.

Both positions require taking good footage and photos in the field recording behaviours of wildlife and features, as well as general protocols and information to assist in volunteer training for charity.

Position Requirements

- Actively pursuing or completed post secondary in a relevant field (Fish & Wildlife, Biology, Conservation, Environmental Science etc)
- Possess an active G or G1 license and a car that you can use for work
- Available to work evenings and weekends during May and June (some positions are night time positions only).
- Eligibility for Youth Employment Subsidies such as Canada Summer Jobs (Between 15-30 years of age and a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment)

Skills

- Understanding of Natural Resource Sciences, habitat requirements, and wildlife behaviour and life history traits
- Biological Field work experience is an asset
- Experience working with animals/wildlife is an asset
- Attention to detail to ensure data standards and rigor is upheld
- Personal integrity, accountability, and transparency to be able to work in teams effectively, however, sufficient confidence to be able to work with minimal supervision
- Time management, organizational and problem solving skills
- Public relation and communication skills
- Team player
- Accountability
- Conservation Biologists: communications, wildlife interpretation, and outreach, including public relations

About The Land Between and Turtle Guardians

The Land Between charity is a grassroots, non-government organization working to achieve a sense of place, nature-caring and connectedness that is rooted in the understanding that our wealth and well-being comes from the land. We conduct research, applied and collaborative conservation projects and rich educational programming with a goal to preserve and restore habitats, wildlife populations, cultural assets and socio-economic pillars across the Land Between bioregion and beyond. As one of Canada's federally recognized Community Nominated Priority Places, The Land Between represents a final opportunity to protect nature and the 59 federally listed species at risk who call it home along with other common but disappearing species. Turtle Guardians is a program of The Land Between charity that focuses on engaging kids and communities to help save turtles.

Our Focus

Our organization undertakes projects across a diverse but complimentary portfolio including water health, biodiversity, climate change, youth and education, Indigenous Traditional Knowledge, and culture.

Our Culture

The charity honors and integrates the tenants of the Original Treaties that made Canada in our constitution with a Council of 60% Indigenous Leaders and Knowledge Holders. We also value Indigenous and local knowledge and the felt experience within our governance structure and operations equally to Western Science.

The charity honours and embodies the Grandfather Teachings in our principles which includes ethics of honesty, tolerance, and accountability.

We carry out our work in the communities we impact with a grassroots approach and across sectors with partners at many levels, and focus on finding a balance between nature, sustainable economy, culture, and people. Our work with Blue Lakes and Turtle Guardians is growing to impact and attract communities across eastern North America.

Join our team of conservation professionals working to research, conserve, and protect Southern Ontario's last true, intact wilderness, and wildlife in North America!

The closing date for applications is March 22 2026, but early applications are encouraged.

Conservation Outreach Ambassador/Volunteer Coordinator



Please apply through:

info@thelandbetween.ca

info@turtleguardians.ca

705-854-2888

Location: Haliburton

Employment type: This role can be a Full Time Seasonal (35 hrs/week) position for candidates qualifying for Youth Employment Strategy subsidies between the ages of 15 and 30, or Part Time at 15-20 hours per week for candidates over the age of 30 years old.

Rate of pay: \$19.00 to \$22.00/hour depending on experience

Anticipated start: Early May 2026

Job Description

The Land Between is seeking a charismatic and resourceful candidate to represent conservation efforts and interpret conservation science, by supporting interpretive tourism at the charity Visitor's Centre, and directly assisting community science volunteers.

The candidate will learn about herpetology and wildlife conservation issues in The Land Between bioregion. They will create a strategy to increase attendance and interaction with The Turtle Guardians/Land Between's visitors center and for outreach programming. They will coordinate and also provide interpretive tours at the visitors center including working with live turtles and snakes, and interacting with the public. Work also includes retail sales at the centre. They may assist with offsite events such as interpretive presentations to community groups. They will understand how to care for and handle turtles and snakes in various conditions off-site, to ensure their health and safety.

The Coordinator will also help onboard and train The Land Between and Turtle Guardian's community science volunteers. These community science programs are for people of all ages and backgrounds. They involve nature and wildlife monitoring, babysitting nesting turtles, bird watching, habitat surveying and more! The Coordinator will support our volunteers in understanding research protocols, safety practices and reporting platforms.

You will answer questions and concerns from participants through phone and email, as well as be liaison with volunteers who use the Visitor's centre as a central depot.

The incumbent will also assist in media relations and marketing, to record testimonials and experiences of volunteers, relay stories in social media and newsletters and celebrate the work of volunteers.

Position Requirements

- Knowledgeable in Fish & Wildlife, Biology, Conservation, Environmental Science or wildlife care.
- Public relations, education, communications skills
- Available to work evenings and weekends.
- Preference for eligibility will be provided to those qualifying for Youth Employment Subsidies such as Canada Summer Jobs (Between 15-30 years of age and a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment)

Skills

- Understanding of Species at Risk legislation, wildlife behaviour and life history traits and/or actively pursuing or completed post secondary in a relevant field (Biology, Conservation, Environmental Science, Outdoor Education, Social Sciences etc)
- Experience working with animals/wildlife is an asset
- Educational skills/experience providing presentations or in education
- Strong organizational and computer skills
- Strong emotional intelligence and public relations skills
- Strong communication skills, especially public speaking and working with kids
- Personal integrity, accountability, and transparency to be able to work in teams
- Sales and retail experience is an asset

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GIS Specialist



Please apply through:

info@thelandbetween.ca

info@turtleguardians.ca

705-854-2888

Location: Haliburton, Hastings, Peterborough, Lennox-Addington, or Muskoka

Employment type: This role can be a Full Time (35 hrs/week) seasonal position or a role up to 12 months, for candidates qualifying for Youth Employment Strategy subsidies between the ages of 15 and 30, or Part Time at 30 hours per week for candidates over the age of 30 years old.

Rate of pay: \$23.00 - \$26.00/hour depending on experience

Anticipated start: May 2026

Job Description

The Land Between is seeking a GIS Specialist that is familiar with wildlife conservation, geography, environmental or natural resource management. This position involves working with ecological and spatial data in an Esri framework and modeling landscape priorities related to development trends, to assess priorities for conservation at landscape scales, to update and integrate data into a lake health database, and to assess wetland functions and values. You will also correct, import and standardize data and then model information to answer research questions related to Species at Risk threats and areas of priority for mitigation implementation. You will be working with Traditional, historical and local knowledge, including the presence/absence of species and anecdotal observations of community members related to habitat quality or species behaviour. You will be supported by a senior advisor and a group of experts from the Oak Ridges Moraine Watershed Mapping Group and UOIT. The GIS Specialist will create mapping for projects and distill findings in reports, digital media and for general public consumption. You will create invaluable resources to assist ongoing monitoring of wildlife populations, and direct staff and volunteers to priority areas for site reconnaissance, restoration and conservation efforts.

Position Requirements

- Actively pursuing or completed post secondary in a relevant field (GIS, Geography etc)
- must be eligible for Canada Summer Jobs (Between 15-30 years of age and a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment)

Skills

- Strong computer programming skills (ArcGIS, Python, SQL, JavaScript, HTML, and CSS)

- Background in environmental science
- Ability to work independently
- Strong Communication skills
- Experience or knowledge of wildlife surveys is an asset
- Knowledge of R and statistics is an asset

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Incubation Technician and Dispatch Operator



Please apply through:

info@thelandbetween.ca

info@turtleguardians.ca

705-854-2888

Location: Haliburton

Employment type: This role can be a Full Time Seasonal (35 hrs/week) position for candidates qualifying for Youth Employment Strategy subsidies between the ages of 15 and 30, or Part Time at 15-20 hours per week for candidates over the age of 30 years old.

Rate of pay: \$18.00 to \$22.00/hour depending on experience

Anticipated start: Early May 2026

Job Description

The Land Between is seeking an organized and outgoing candidate to represent to respond to Turtle Guardian hotline texts and phone calls and assist in the incubation of turtle eggs.

The candidate will learn about herpetology and wildlife conservation issues in The Land Between bioregion. They will understand the threats to turtles and nests, Species at Risk legislation, and general turtle biology and behaviour. They will be highly organized, with a tolerance and steady hand under pressure, to respond to many texts and calls related to turtles in jeopardy across North America. They will maintain accurate records and be able to multi-task. They will also support the incubator by inspecting and cleaning eggs, documenting issues, maintaining data records, and keeping a vigilant eye on all aspects of incubators.

This position also involves assisting in recording footage and photos of the incubation process and outcomes both for the charity's media portfolio and to assist in training and education purposes.

Position Requirements

- Knowledgeable in Fish & Wildlife, Biology, Conservation, Environmental Science or wildlife care.
- Public relations, education, communications skills
- Available to work evenings and weekends.
- Preference for eligibility will be provided to those qualifying for Youth Employment Subsidies such as Canada Summer Jobs (Between 15-30 years of age and a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment)

Skills

- Understanding of Species at Risk legislation, wildlife behaviour and life history traits and/or actively pursuing or completed post secondary in a relevant field (Biology, Conservation, Environmental Science, Outdoor Education, Social Sciences etc)
- Strong organizational and computer skills
- Strong emotional intelligence and public relations skills

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Additional Intuitive Skilled Positions for 2026:

- **Welder:** adept at using tools, experience preferred but not necessary (training will be provided)
- **Videographer:** basic understanding of Species at Risk recovery including the understanding of threats such as disclosing of locations of Species at Risk to the public. Wisdom, critical thinking and discretion are mandatory for this position.