



## WATER & FISH PROGRAM EMPLOYMENT OPPORTUNITY – BIOLOGIST

fRI Research is an independent not-for-profit research institute that focuses on applied research. The position is based in Hinton, Alberta, 20 minutes east of Jasper National Park, and 3 hours west of Edmonton. Hinton, set amidst the stunning scenery of the Alberta Rockies, is a community of 10,000 in the heart of a four-season recreational paradise. Our region offers outstanding mountain biking, climbing, hiking, and skiing opportunities, as well as plenty of arts and cultural activities. For more information about fRI Research please visit our website ([www.friresearch.ca](http://www.friresearch.ca)).

### Job Description

The successful candidate will be part of a team conducting research on biotic and abiotic characteristics of aquatic ecosystems in Alberta. Two large projects that are underway include 1) the monitoring and modeling of water temperature using water temperature loggers and Spatial Stream Network models for Alberta and 2) assessing fish populations in various watersheds using backpack electrofishing.

This position will involve:

- Assist with recruiting and training of seasonal staff.
- Assist with planning and coordination of fieldwork activities.
- Manage and supervise field crews; ensure health and safety requirements are met.
- Conduct fieldwork (temperature logger deployment and backpack electrofishing).
- Engagement with shareholders and project partners.
- Engagement with indigenous partners and communities.
- Data entry and management.
- Providing support with project operations as required.
- Position based in Hinton, Alberta, with periods spent living in field camps during the field season as required.
- Flexibility to work shifts during the field season (typically 9 days on, 5 days off).
- Report writing and communications with project partners and stakeholders.
- Assisting with data analysis and preparation of scientific publications.
- Potential to develop/pursue own research ideas that fall within the project scope.

### Essential Qualifications and Experience

- A minimum of a BSc degree in a related discipline with a minimum of 4 years field experience in ecological studies or fisheries management, or master's degree in a related discipline with 2 years field experience in ecological studies.

- Experience managing and carrying out field season preparation and logistics (planning field schedules, organizing access to sites, ensuring fieldwork objectives are met, etc.).
- Supervisory experience with field crews.
- Experience and proficiency driving 4-wheel drive vehicles.
- Fieldwork and data collection experience.
- Experience conducting backpack electrofishing.
- Experience carrying out field work in challenging and adverse conditions.
- Comfortable working with spatial data, preparing field and GPS maps, using ArcGIS field maps or similar spatial software.
- Experience with data entry, managing datasets and databases.
- Ability to meet strict production deadlines.
- Ability to adapt to changing circumstances and willing to work flexible schedule when required.
- Familiarity with or experience in conducting/collaborating on different phases of scientific studies (study design, data collection and analysis, writing, and publication).
- Strong organizational skills.
- Excellent attention to detail, ability to follow complex protocols and collect data accurately.
- Proven problem-solving skills and ability for independent decision making.
- Proven ability to work well as part of small and large teams.
- Valid First Aid and CPR by start date.
- Canadian citizen, permanent resident or currently in possession of a valid work permit.

## Desirable Qualifications and Experience

- Experience engaging and working with indigenous communities.
- Capable and comfortable operating ATVs and trailers.
- Experience conducting water temperature monitoring using temperature loggers.
- Familiarity or understanding of vehicle mechanics and maintenance.
- Experience with spatial and/or statistical software (ArcGIS, R, etc.)
- Field experience in the boreal forest or in areas with active forestry, oil and gas, or mining activity.
- Strong oral and written communication skills, and ability to explain complex scientific data.
- Recent grant writing experience.
- Proficiency in designing field data collection protocols and entry.
- Scientific writing and communication experience, including reports, peer reviewed publications, or conference presentations.
- Familiarity with scientific literature on Alberta fish research, management, and conservation.

## Condition of Employment

- Possession of a valid Class 5 Alberta driver's licence or other provincial/territorial equivalency, with minimum of 3-years driving experience with no traffic violation records.



**Salary:** \$64,528 - \$82,548

**Hours of work:** 37.5 hrs/week

**Duration:** 2-year term (possible extension of the term based on performance and funding)

**Start date:** April 15<sup>th</sup>, 2024

**Location:** Hinton, Alberta

## Benefits

- Flexible work schedule and hybrid work (outside of fieldwork this is usually 2 days at home, 3 days at the office)
- Extended Medical, Dental, Vision, Life, Short & Long-Term Disability coverage
- Parental leave top up
- Minimum of 3 weeks paid vacation per year
- 2 personal days per year
- 1 volunteer day per year
- Paid sick days
- RRSP/TFSA program
- Support for professional development
- Relocation allowance

Salary levels for this position will be dependent on education and experience. Candidates who do not meet all requirements but believe they would be a good fit for the job description above are encouraged to apply.

We encourage applicants that may have been marginalized in the past including those of any race, age, religion, disability, gender identity or expression, sexual orientation, or Indigenous status.

## To Apply

Applications should include:

1. Filled out [application form](#) (in place of a cover letter).
2. A copy of your resume.

Applications should be sent as a single email to Risa Croken, [rcroken@friresearch.ca](mailto:rcroken@friresearch.ca), with the subject line: "Application – Fisheries Biologist 2024" and attached files named as "surname\_firstname\_filename".

This position will remain open until filled. Review of applications will begin on March 11<sup>th</sup>, 2024.

While we appreciate the interest of all candidates for this position, only candidates that are invited to interview will be contacted.

