



Employment Opportunity:

Water & Fish Program Biologist

fRI Research is an independent not-for-profit research institute that focuses on applied research. For more information about fRI Research please visit our [website](#). The successful candidate will be joining three staff in the Water and Fish Program led by Dr. Benjamin Kissinger. Find more information on the program [here](#).

The position is based in Hinton, Alberta, 20 minutes east of Jasper National Park, and three 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.

Job Description

The successful candidate will be part of a team conducting research on biotic and abiotic characteristics of aquatic ecosystems in Alberta. This position is funded through an Environment and Climate Change Canada Indigenous Fund for Community Based Monitoring and aimed at assisting Swan River First Nation (SRFN) with synthesizing existing data on fish populations in their traditional land use area with a focus on Arctic grayling. Due to the source of the funding and the collaborative focus of this position and project, the successful candidate will be engaging and spending large periods of time with SRFN. The ultimate goal of this project is to assist in providing ideas for recovery actions for the recovery of Arctic grayling in this area. Connections to other projects being conducted under the fRI Research Water and Fish Program (WFP) include: water temperature modelling, fish population assessment, assessment of recovery methods and tools, and stream crossing assessment and repair which all feed into the overall goal of restoring fish populations within SRFN traditional land use area.

This position will involve:

- Collate existing data and reports from SRFN about fish and water assessments into a report
- Develop a report about data collected on Arctic grayling
- Participate in community engagement sessions with SRFN
- Attend ceremony and community events with SRFN
- Assist with training of fRI Research and SRFN staff
- Identify fish and water priorities within SRFN traditional land use area
- Act as a conduit between fRI Research and SRFN for information sharing and project ideas
- Organize engagement sessions where knowledge sharing can occur between the WFP and SRFN
- Assist in field work on other WFP projects



- Assist with planning and coordination of fieldwork activities
- Engagement with other shareholders and project partners
- Position based in Hinton, Alberta, with periods spent living in indigenous communities
- Flexibility to work shifts during the field season (typically 9 days on, 5 days off)
- Lead data analysis and preparation of reports and scientific publications
- Assist in funding applications that support fRI Research and SRFN joint priorities.

Essential Job Qualifications and Experience

- A BSc degree in a related discipline with a minimum of 1 year of field experience in ecology or fisheries management (field experience can be acquired during the BSc), or master's degree in a related discipline which involved field work (ideally related to fish)
- Experience working with indigenous engagement and knowledge sharing.
- Strong public speaking skills
- 2 years experience developing and implementing programs on knowledge sharing and engagement with the public
- Experience presenting in front of large and diverse audiences
- Knowledge of indigenous history and issues within Canada
- Fieldwork and data collection experience
- Experience with data entry, managing datasets and databases
- Ability to meet strict production deadlines
- 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
- Experience incorporating equity, diversity, and inclusion and gender-based analysis into program planning
- Experience writing reports and technical information
- Experience analyzing biological data.

Desirable Job Qualifications and Experience

- 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
- Recent grant writing experience
- Familiarity with scientific literature on Alberta fish research, management, and conservation

Minimum Requirements

- Valid First Aid and CPR by start date



- Canadian citizen, permanent resident or currently in possession of a valid work permit
- Valid Class 5 Alberta driver's licence or other provincial/territorial equivalency, with a minimum of 3-years driving experience and can provide a current driver's abstract that meets the requirements of our insurance provider

Details and Compensation

Salary: \$60,000 – \$82,548

Hours of work: 37.5 hrs/week

Duration: 3-year term (possible extension of the term based on performance and funding)

Start date: End of August, 2024

Location: Hinton, Alberta

Benefits

- Flexible work schedule and hybrid work when no fieldwork is conducted
- Extended Medical, Dental, Vision, Life, Short & Long-Term Disability coverage
- Parental leave top up
- 3 weeks paid vacation per year to start
- Paid leaves including personal days, sick days, bereavement leave, and a volunteer day
- RRSP/TFSA program
- Support for professional development
- Moving allowance up to \$3,000

Salary levels for this position will depend on education and experience. Candidates who do not meet all qualifications but believe they would be a good fit are encouraged to apply.

fRI Research is committed to a diverse, equitable and inclusive workplace. We encourage applications from persons who may have been marginalized in the past including Indigenous Peoples, visible minorities, women, persons with disabilities, sexual and gender minorities and newcomers to Canada.

How 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 both Risa Croken, rcroken@friresearch.ca and Benjamin Kissinger, bkissinger@friresearch.ca with the subject line: "Application – Fisheries Biologist SRFN" and attached files named as "surname_firstname_filename".

Closing Date: July 17, 2024

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

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