



Milk River Watershed Council Canada
Job Posting

Riparian Stewardship Coordinator
Term Position: April 2024 to March 31 2025 at 37.5 hours per week.
Possible extension through March 2026

Application deadline is March 22nd 2024

The Milk River Watershed Council Canada (MRWCC) is a broad partnership of interested and informed people living and working in the Milk River Watershed of Alberta who provide leadership in watershed management, planning, stewardship, and education.

The MRWCC and Cows and Fish are co-delivering a new project called Big Stewardship for Little Fish. We are seeking an individual to join our team to work with local landowners, municipalities, and other stakeholders to achieve success of the project. Day-to-day duties of the Riparian Stewardship Coordinator will be administered by the MRWCC. Working with Cows and Fish, the successful candidate will co-lead delivery on education, research, monitoring, and stewardship work towards habitat improvement for the following three at-risk fish species in the Milk River watershed:

Western Silvery Minnow (*Hybognathus argyritis*) – Federally Threatened
Rocky Mountain Sculpin (*Cottus* sp.) - Federally Threatened
Stonecat (*Noturus flavus*) – Provincially Threatened

The project will increase awareness of land use impacts, support Beneficial Management Practices (BMP) skill development, and will seek to implement BMPs on a cost-share basis to improve in-stream and riparian health. The Riparian Stewardship Coordinator, under the supervision of MRWCC and Cows and Fish staff will meet with landowners/managers to coordinate work at project sites, conduct baseline riparian health, plan BMP implementation, and monitor impacts of project initiatives. The project will also include monitoring and research of tributary sites and the influence they have on mainstem fish habitat availability and quality for small-bodied fish and may include fish sampling and/or water quality monitoring. The candidate will be required to assist in project budgeting, as well as draft, interim and final project reports to partners and funders. The Riparian Stewardship coordinator will be responsible for presenting progress and results at relevant community meetings, workshops, and conferences.

Skills, Knowledge, and Education:

This position requires excellent communication and organizational skills and an enthusiastic personality with the ability to work with a diverse group of personnel.

Knowledge of Fisheries management, Alberta's Recovery Plan (2023, for all 3 species) and the federal Action Plan for Milk and St. Mary River watersheds (2018 first 2 species), the use and application of riparian health assessments and an understanding of the function and management of the Milk River watershed is essential.

The Riparian Stewardship Coordinator position presents an opportunity to take a leadership role by coordinating the following:

- Identify primary threats including habitat degradation of floodplains, exotic / invasive species and compromised water quality
- Complete riparian health inventories and landowner surveys
- Identify issues and increase awareness of land use impacts, support Beneficial Management Practice (BMP) skill development, and the implementation of BMPs to improve riparian health, and ultimately improve the river ecosystem
- Outreach efforts on land use practices, as well as control and management of invasive species
- Water quality sampling to monitor the impact of selected BMPs
- GIS mapping of project sites, program maps for reporting and community presentations
- Budget management and report writing

The ideal candidate will have a minimum post-secondary diploma or degree in a related field (Biology, Environmental Sciences, and Agriculture) with experience or a demonstrable background in fisheries management, understanding of species at risk, community involvement and engagement, sustainable agriculture, and is proficient in program delivery and report writing.

Applicant must be able to lift 15kg, hike over uneven terrain with safety hazards, work both outdoors and indoors, be comfortable with public speaking and delivering presentations, hold a valid Class 5 driver's license, and able to provide their own transportation (will be compensated). First aid and CPR certification would be an asset.

Key Duties:

Deliver day-to-day initiatives of the Milk River Watershed Council Canada according to the Job description as follows:

- Collaborate effectively and maintain good communication with Cows and Fish staff as project partners
- Meet with interested landowners to coordinate Riparian Health Inventories, develop, design and implement BMPs, and provide monitoring
- Gather site location, management information and access details (via landowner meetings) for all confirmed sites and document all relevant data
- Gather, organize and review existing data and report on findings of fish sampling and water quality
- Meet with provincial fisheries staff to discuss priorities and sampling protocols and preferences, as well as discuss and initiate regulatory approvals
- Assess 25-30 carefully selected riparian health sites
- Help arrange and attend training in field safety, riparian health inventory and restoration methods, including hands-on field work practice and implementation of plant identification skills
- Complete water quality sampling and submit samples for lab analysis
- Seek opportunities to attend and/or present about the project and/or gather more information to benefit the project at workshops, conferences, and/or selected meetings
- Developed sampling protocol with key stakeholders for fish research and water quality monitoring
- Summarize findings for progress reporting purposes
- Any other duties as directed by the Executive Director of the MRWCC

General:

- Work co-operatively with MRWCC staff sharing office and administrative resources
- Attend conferences/workshops as directed
- Adhere to all MRWCC policies and procedures, including specified deadlines
- Attend MRWCC Committee/Team meetings, Council meetings, Staff meetings, and Annual General Meetings as required
- Be available for limited evening and weekend work
- Follow all MRWCC staff conduct related policies for a safe work environment

Location:

The qualified individual will be required to report to the MRWCC office in Milk River 3 days per week and maintain a home-based office 2 days per week as required. Commuting opportunities are available with staff from the Lethbridge area.

Term and Compensation:

April 2024 to March 31st 2025 at 37.5 hours per week.

Annual salary range: \$52,000 – \$58,000 dependent on experience and skills. The employee is eligible for the MRWCC Sun Life competitive benefits package for the term of the contract at standard rates and coverage levels.

Flexibility for longer or later workdays is required during field seasons and occasionally during other months. Travel beyond regular scheduled office hours in an employee's vehicle is compensated at a rate of \$0.65/km. Extension of the term of the contract is possible with positive performance review and negotiation prior to the end of March 2025.

Professional Development Training (PDT):

The MRWCC encourages staff to participate in professional development that is of value to the organization and furthers the career goals of the staff member. Staff are encouraged to take training via conference, workshop, virtual, or self-directed course with the case-by-case approval of the Executive Director. The MRWCC may cost share or pay for training if budget allows, or grant funding can be applied. PDT needs are to be discussed at regular performance review sessions and contract review periods.

Other:

Reports to Executive Director

Eligibility:

Must be legally allowed to work in Canada, clear of a criminal record.

Deadline for Application:

March 22nd 2024

Application Instructions:

To apply, please send your resume and a cover letter to Tim Romanow, MRWCC Executive Director at tim@mrwcc.ca Website: www.mrwcc.ca

Only those selected for an interview will be contacted. Thank you for your interest in the MRWCC.