

KAWARTHA CONSERVATION

Assistant Watershed Resource Technician

The Position

This position is a key member of our Integrated Watershed Management team. You will be responsible for assisting and providing technical support for major projects aligned with our Strategic Plan. You will support environmental monitoring programs that focus on water quality, water quantity, groundwater, baseflow, climate, low water levels and stream assessments through field sampling, data analysis and report writing. This position will also work closely with the Water Resources Engineer by assisting with the Flood Forecasting program. The Assistant Watershed Resource Technician will play a key role in updating and moving our climate change strategy forward.

Our ideal candidate

Freedom to make independent decisions within the scope of his/her expertise and in keeping with provincial and Kawartha Conservation policies, guidelines, and procedures. Provides advice and recommendations to the Acting Manager, Integrated Watershed Management on all other matters such as strategic initiatives, Kawartha Conservation programs, work plans, and technical issues beyond the scope of his/her expertise. Identifies and brings forward contentious issues to management.

Key Responsibilities

Client Service

Possess a positive, professional, and credible reputation both internally and externally; utilize networks and working relationships to ensure quality, timely, responsive customer service and meet strategic objectives and goals of the organization. Build and maintain partnerships and relationships that are essential to the ongoing success and image of Kawartha Conservation.

- Be an ambassador of exceptional customer service to ensure our clients are welcomed, treated with respect, and receive an exceptional quality of service.
- Optimize customer service through continuous improvements to departmental processes, tools, and communications.
- Coordinate and respond to information requests and general inquiries related to spatial data and mapping.
- Liaise and coordinate with other agencies, organizations, and groups.
- Establish and maintain strong relationships with municipal partners and the public.

Technical Expertise

Possess the knowledge and experience relevant to the responsibilities of the position; identify knowledge gaps and seek out professional development; engage in continuing education and professional networks that elevate your expertise; utilize your expertise in the key functions of your position; transfer knowledge to contribute to the success of others; enhance and advance your professional career. Apply your expertise in the following responsibilities:

- Assist with water quality, water quantity, groundwater, and climate projects by conducting field sampling, data analysis and reporting.

- Assist with various elements of the Flood Forecasting Program which includes facilitating the daily planning cycle, reading water levels, participating in flood patrols when deployed and updating flood information to webpage when needed.
- Assist with our citizen science volunteer network for gathering scientific data and information specific to climate.
- Support with the assessment of streams, fisheries, and other aquatic site conditions.
- Lead in the updating of the organization's Climate Change Strategy.
- Measure stream discharge/base flow and analyze stream base flow measurements.
- Utilize and maintain specialized water, habitat, climate / weather, and data logging equipment.
- Enter data in a database/spreadsheet format and draft reports.
- Ability to generate basic GIS mapping products.
- Other assignments as requested.

Teamwork

Promote Kawartha Conservation both internally and externally; model exceptional behaviour; align program goals to Kawartha Conservation's vision, mission, and focus; communicate successes internally and externally. Achieve common goals through teamwork; by collaborating, listening, and sharing information and finding common solutions.

- Provide excellent internal customer service to, and integration with other departments.
- Participate in, and assist in carrying out strategic planning and implementation, developing strategies for addressing weaknesses and determining new initiatives in line with the goals/objectives of the organization.
- Embrace and adopt the core values within our Strategic Plan to positively impact our organizational culture.
- Be adaptive, embrace change, and promote the policies of the organization to influence others in adoption.
- Participate in specific projects as required. The Manager has the authority to assign additional tasks suitable to the position.

Risk Management and Administration

Adhere to and ensure that activities are compliant with Occupation Health and Safety (OHSA) and other pertinent laws, regulations, administrative standards and required practices; to eliminate or reduce risks to the overall organization. Communicate potential risk situations including determining root causes and suggesting recommended changes.

- Assist, and implement, projects as may be required.
- Assist with departmental scheduling.
- Keep current and knowledgeable about all applicable Health and Safety legislation to ensure compliance.
- Minimize health and safety hazards and risks with work activities.
- Other duties as assigned, in accordance with department objectives and relevant to the position.

Skills and Expertise

- Graduate from a college or university environmental program majoring in watershed management/ environmental science, fish, aquatic habitat, water quality, or hydrogeology.
- Knowledge of and/or experience in a variety of relevant field sampling techniques and monitoring protocols and the use and maintenance of field equipment.
- Knowledge of and/or experience with fisheries assessment, e.g., electro-fishing, netting.
- Fish, aquatic plants, and native species identification skills a requirement.
- Knowledge of natural water quality principles.
- Understanding of safety procedures and safe work habits.
- Proficiency in Microsoft applications including spreadsheet and databases.
- The ability to network with scientists and individuals from the local community associated with these projects.
- Must be an organized, self-motivated individual with the ability to work as part of a team.
- Satisfactory oral and written communication skills with interpersonal skills to deal with the public, including seniors, rural landowners, and contractors.
- Ontario Benthos Biomonitoring Network certification an asset.
- Ontario Stream Assessment Protocol certification an asset.
- Valid First Aid Certificate an asset.
- Safety training on working on and around water an asset.
- Valid M.T.O. driver's license a requirement.

Working Conditions

- Combination of both indoor (office) and outdoor environment.
- Working outdoors in inclement weather may be required.
- May be required to traverse irregular terrain and/or work in wet areas
- Remote work availability in a hybrid arrangement.
- Will be required to carry and lift moderately heavy items.
- Will be required to work around water.
- Additional hours may be required due to meetings and special events.
- Travel using corporate vehicles may be required.
- Significant time will be spent on the computer.
- Moderate amount of involvement with the public and staff.
- Mandatory adherence to safety policies and practice.

What we can offer

As part of a collaborative and innovative team you will have the opportunity to make a positive impact in our communities and be a part of our vision of engaged communities that love, respect, and appreciate our natural environment. You will be part of an inclusive organization that:

- Makes a positive impact in the communities we serve within our watershed.
- Offers the opportunity to join the OMERS defined benefit pension plan.

- Offers a competitive compensation package.
- Provides flexible working arrangements.
- Offers potential for career growth and pursuing professional development.
- Provides an office in our beautiful Ken Reid Conservation Area surrounded by nature.

Core Values

Our values guide our actions, as they shape the kind of organization that we are part of. In all our decision making, we will:

- Act with Integrity
- Value Knowledge
- Promote Teamwork
- Achieve Performance Excellence
- Foster Innovation