

## Species at Risk Technician (1 position available, conditional on funding)

### About Blazing Star Environmental

We are a small and growing social enterprise committed to promoting sustainable economic growth, achieving gender equality, and combating climate change. Our LGBTQ2IA+ owned company is primarily run by women, and we prioritize inclusion and giving equal opportunity regardless of race, gender, or other identity. Our mission is to create a sustainable society where we live in balance with our fellow animals and plants, and we partner with conservation organizations, governments, and corporations that share this goal.

We specialize in protecting and recovering species at risk in the face of a changing climate, as well as sustainable industrialization to balance development and environmental sustainability. Our team of experts conducts environmental impact studies on behalf of land developers, recommending mitigation measures to minimize and/or eliminate negative impacts to the natural heritage system. We also identify opportunities for ecological enhancement, such as habitat restoration, wetland creation, and invasive species removal. We prioritize working with clients that support sustainable development and aim to grow economically and environmentally prosperous communities where families have natural areas to explore, clean air to breathe, and clean water to drink.

At Blazing Star Environmental Inc., we reduce our impact on the environment by implementing sustainable practices, such as providing deliverables and products in digital formats, using digital data collection techniques in the field, and reducing our carbon footprint by working from home when not in the field. We support local and eco-minded businesses when making purchases for the company, and we have an office and fieldhouse use policy that includes practices for reducing waste, water, and energy consumption.

We are also committed to empowering Indigenous youth and youth living in Northern or remote communities. We run courses for staff and others around the province, including a Reptile and Amphibian survey course and snake habitat workshop, to further the education and marketability of interns and staff at Blazing Star Environmental Inc.

Working with us, you will feel empowered to make a difference, supported by your work family, and challenged to learn and grow. We welcome all humans to our team and make every effort to identify and remove barriers to their success.

### Reasons to Join Our Team

- We are an equitable employer
- We have a **TEAM** corporate culture and work together to achieve our goals
- We support the mental and physical well-being of our employees
- We blend advising sustainable development with support conservation research and stewardship
- We offer our employees 4-day work weeks for 6 months/year without a reduction in pay (~Oct 15 – Apr. 15)
- We will challenge you to grow and will support you as you learn
- We have fun!

### Anticipated Start Date

As soon as possible.

### Term of Employment

6 month full-time (37.5 hours/week from May – Oct 16; 31 hours/week after Oct 16 at the same weekly rate), with possibility of extension, subject to the availability of funds and performance of the successful candidate.

### Rate of Pay

\$21.50/hr commensurate with experience, adjusted accordingly for the 4-day work week beginning Oct. 16

### Location

Variable. Office work is primarily virtual with occasional travel required to the Blazing Star Environmental office – 104 McLaughlin Blvd, Oshawa, ON. Primary field sites are in central and southwestern Ontario and field work at these sites occurs from mid-April to mid-Oct. Preference for candidates who live near or are willing to relocate to: Ottawa, Britt, London, and Chatham, Ontario.

## Job Description

The Species at Risk Technician will support a variety of Blazing Star Environmental projects with a focus on office work until early April and then intensive fieldwork until mid-Oct.

The successful candidate will participate in one or more of the following:

- A strong team culture
- A major reptile conservation project in partnership with Henvey Inlet First Nation and Laurentian University
- Our Ontario-wide long-term western chorus frog community science monitoring program
- Detection probability study for SAR turtle in southwestern Ontario
- Reptile monitoring project at a National Wildlife Area (NWA) in southwestern Ontario
- Supporting farmers who participate in voluntary SAR stewardship initiatives
- Environmental Impact Studies
- So much more!

## Specific Responsibilities

- Assist with post-construction reptile and vegetation monitoring surrounding a wind energy facility in central Ontario
- Assist with reptile monitoring at a NWA in southwestern Ontario
- Assist with surveys for a turtle detection probability study in southwestern Ontario
- Assist with environmental impact studies
- Assist with Ecological Land Classification
- Conduct biological surveys for species at risk (including breeding bird surveys)
- Lead a team to effectively complete fieldwork
- Assist with occasional educational hikes and presentations to the public
- Input data recorded in the field into spreadsheets and databases
- Communicate with partner organizations and clients
- Gather data from various sources to input into mapping software and complete GIS analyses
- Compile results into final reports for clients

## Required Skills

- Demonstrated ability to work independently, as part of a team and to collaborate with multiple partners
- A positive attitude, even when working in challenging conditions
- Willingness to work long days and weekends when conducting fieldwork or outreach activities
- Comfortable working in remote wilderness areas
- Willingness to regularly travel throughout southern Ontario for fieldwork and outreach
- Punctual and dependable
- Excellent written and verbal communications skills
- Attention to detail
- Knowledge of biology and ecology including conservation biology, biodiversity, and species at risk issues
- Knowledge of Ontario's birds, plants and/or herpetofauna, including species identification and ecology
- Good organizational and problem-solving skills
- Proficiency with Microsoft PowerPoint, Excel and Word
- Willingness to safely work in cold water for extended periods when conducting herpetofauna surveys
- Have a valid G-class Ontario driver's license
- Be legally entitled to work in Canada

## Beneficial Attributes

- Certification in Ontario Wetland Evaluation System
- Experience capturing and handling animals
- Experience working with venomous snakes
- Ability to complete environmental impact studies
- Certification or experience in Ecological Land Classification
- Knowledge of GIS mapping software (QGIS preferred), Microsoft Access, and Microsoft Teams
- Knowledge of fish, bats, or invertebrates
- Live in or willing to relocate to: Ottawa, Britt, London, or Chatham, Ontario

## Potential Learning Opportunities

- Experience conducting a reptile mark-recapture study
- Experience conducting Ecological Land Classification
- Experience writing a property management plan
- Experience creating formal bids for environmental consulting projects

- Experience writing government grants

**This position is conditional on funding and the successful candidate must be eligible for one of the following ECO Canada internship funding program:**

- Environmental Foreign Talent Development Program (EFTDP):  
<https://eco.ca/environmental-professionals/employment-funding-and-job-board/immigrant-bridging/>
  - Eligibility:
    - Open to ALL ages!
    - Be a Canadian permanent resident, have refugee status or a valid work permit in Canada
    - Have international environmental work experience
    - Have graduated from a recognized post-secondary institution with a 2-year diploma or 4-year degree
    - Have a Canadian Language Benchmark of 7 or equivalent
    - Currently be underemployed or unemployed

Please apply on our website (<https://www.blazingstar.ca/join-our-team>) or by e-mailing your resume, eligibility checklist and 1-page cover letter to Jane Wlodek, [info@blazingstar.ca](mailto:info@blazingstar.ca), by 11:59 pm on May 25, 2023. Please include **Species at Risk Technician** in the subject line.

Apply soon, as applications will be reviewed as received until the position is filled.

**Jane Wlodek**  
**Administration**  
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