



## Natural Heritage Technician (2-3 positions available, conditional on funding)

### About Blazing Star Environmental

We are a small and growing social enterprise. We are LGBTQ2IA+ owned and are committed to being an inclusive, equitable employer. We welcome all humans to our team and make every effort to identify and remove barriers to their success.

Our core values are to take part in creating a sustainable society where we live in balance with our fellow animals and plants. We support corporations, individuals, governments, and conservation organizations that wish to use the land for their goals in a responsible way. Our primary focus is on plants and animals, but we partner with many other organizations to offer full-service solutions to your needs.

Working with us, you will feel empowered to make a difference, supported by your work family, and challenged to learn and develop new skills to further your career.

### 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 to conservation, research and stewardship initiatives
- 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

May 5, 2025

### Term of Employment

6 month full-time (37.5 hours/week), with possibility of extension (31 hours/week after Oct 15 at the same weekly rate), subject to the availability of funds and performance of the successful candidate.

### Rate of Pay

\$700-\$900/ week commensurate with experience.

### Location

Variable. Office work is primarily virtual with occasional travel required to the main Blazing Star Environmental office – 104 McLaughlin Blvd, Oshawa, ON. Primary field sites are in central and eastern Ontario, and Ottawa. Field work at these sites occurs from mid-April to mid-Oct.

### Job Description

The Natural Heritage Technician will support a variety of Blazing Star Environmental projects with a focus on office work until late-March and then intensive fieldwork until mid-Oct.

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

- A strong team culture
- Ecological Land Classification to support Property Management Plans and Baseline Documentation Reports for Land Trusts
- A major reptile conservation project in partnership with Henvey Inlet First Nation
- A large-scale impact assessment for turtles at a remediation site in Kingston
- Our Ontario-wide long-term western chorus frog community science monitoring program
- Conduct flora and fauna inventories for a large-scale property management plan in a remote backcountry park and conservation area
- Supporting farmers who participate in voluntary SAR stewardship initiatives
- Environmental Impact Studies
- So much more!

## Specific Responsibilities

- Support conservation and development projects
- Assist with Ecological Land Classification
- Assist with capturing turtles for an impact assessment at a remediation site in Kingston
- Assist with post-construction reptile and vegetation monitoring surrounding a wind energy facility in central Ontario
- Assist with baseline inventory surveys and targeted SAR turtle surveys in a remote, backcountry park and conservation area
- Assist with Environmental Impact Studies
- Conduct biological surveys for species at risk (including breeding bird surveys)
- Conduct amphibian call and tadpole 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, having access to a vehicle and a clean driving record are assets
- Be legally entitled to work in Canada

### Beneficial Attributes

- Strong plant ID and experience with Ecological Land Classification
- Ontario Wetland Evaluation System Certification and experience with aquatic and wetland plant identification
- Experience capturing and handling animals, specifically turtles
- Experience in radiotelemetry and mark-recapture studies
- Experience working with venomous snakes
- Ability to complete environmental impact studies
- Certification or experience in Ecological Land Classification
- Comfortable with swimming and snorkeling
- Knowledge of GIS mapping software (QGIS preferred), Microsoft Access, and Microsoft Teams
- Knowledge of fish, bats, or invertebrates

### Potential Learning Opportunities

- Experience conducting reptile radiotelemetry surveys
- Experience conducting Ecological Land Classification and Wetland Delineations
- Experience writing property management plans and baseline documentation reports
- Experience creating formal bids for environmental consulting projects
- Experience writing government grants
- Experience leading fieldwork and coordinating teams

## Funding

This position is conditional on funding and the successful candidate must be eligible for an ECO Canada internship funding program. Please be aware that Eco Canada has not yet announced the eligibility criteria for its 2025-26 funding programs. The criteria provided below are based on previous year's programs. In your application, please indicate if you meet the eligibility requirements for either of the listed programs. However, we encourage you to apply regardless of your eligibility status, as Eco Canada may introduce additional funding opportunities with broader criteria.

1. Science Horizons Internship Program <https://eco.ca/environmental-professionals/employment-funding-and-job-board/science-horizons-program-shi/>
2. Youth in Natural Resources Program <https://eco.ca/environmental-professionals/employment-funding-and-job-board/youth-in-natural-resources-ynr/>

## Eligibility

- Participants must be aged 30 and under
- Be a Canadian permanent resident, have refugee status or a valid work permit in Canada

## Application

Please apply by e-mailing your resume and 1-page cover letter to Maureen Jackson, [info@blazingstar.ca](mailto:info@blazingstar.ca), by 11:59 pm on April 13, 2025.

Please include:

- **Natural Heritage Technician – Your Name** in the subject line
- Your Eco Canada eligibility status

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

**Maureen Jackson**  
**Administrator**  
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