

## JOB DESCRIPTION

**Position title:** Junior Researcher - Ecology/Biology

**Position type:** Full time, Regular (*This is an Anticipatory Position\**)

**Location:** Victoria

**Reports to:** Operations Manager (for Employment); Carolyn Whittaker is Program Supervisor

**Salary range:** Commensurate with experience

**Application Deadline:** March 24, 2017

**Position start date:** Anticipated start date is early/mid-April

The Firelight Group is a dynamic, socially responsible business providing community-based research and consulting services across Canada. We have a growing team of approximately 30 professionals, and offices in Victoria, Vancouver, Edmonton and Haida Gwaii. Our competitive advantage is high quality work that strategically serves our clients' interests. [www.thefirelightgroup.com](http://www.thefirelightgroup.com).

### Job duties include:

#### **Research skills:**

- Assist with data analysis and quality assurance for ecological, vegetation and/or wildlife studies.
- Assist with data collection, data entry and information management for ecology studies (including vegetation and wildlife studies).
- Conduct literature reviews based on ecological, indigenous ecological knowledge, and gray literature.

#### **Fieldwork and Travel:**

- Work closely with Firelight researchers to conduct field studies including: terrestrial ecosystem mapping; vegetation inventory data collection; indigenous ecological knowledge studies; watershed studies among others.
- May involve conducting interviews using consistent documentation protocols including providing support in interviews and other related field work duties in small remote communities.
- Travel regularly up to 10 days per month, not necessarily consecutively, in remote communities.

***Information management:***

- Manage information, including field notes, audio and video files and any required data collection protocols.
- Update and track internal content management system (Alfresco) and supporting all team members to archive project-related documents and data effectively.
- Capture spatial data in google earth or on field data forms.

***Reporting:***

- Regular reporting and documentation of field results.
- Assist with drafting and finalizing project reports; and provide support with generating maps and visual content.

***Relationship building:***

- Maintain and build ongoing relations with community partners.
- Support with completion of deliverables for diverse clients.

***Other:***

- Support with administrative duties, special projects and other duties as may be required.

**Qualifications:**

- BSc. or MSc. with training in ecology, biology, geography or a related field.
- Also, acceptable: wildlife management or restoration certificate with experience.
- 1 – 3 years' experience with relevant applied work in biology, environmental monitoring, field data collection, or related field.

**Required Skills:**

- Experience and/or knowledge of Indigenous communities in western Canada.
- Experience or training in synthesizing and analyzing wildlife and/or vegetation field data using standard terrestrial ecosystems mapping methods, including quantitative and statistical analysis.
- Experience conducting qualitative and community-based research, including semi-structured and/or structured interview processes is an asset.
- Proven ability to communicate effectively with diverse audiences such as existing and potential clients, funders, directors, associates and internal staff.
- Strong attention to detail and highly proficient with environmental information management systems and protocols.

- Firm grasp of Provincial (BC) ecological mapping literature and practice.
- Excellent written and oral communication skills.
- Drivers license required.

### **Compensation and Perks:**

- Professional development funds
- Earn overtime and banking of earned overtime
- Health and Wellness Program
- Comprehensive health and dental benefits
- Employer matching of employee retirement contributions
- Maternity and Parental Leave top-up available
- 2 weeks of annual holiday and 1 week of paid Christmas week holiday

**To Apply:** Please email a covering letter, curriculum vitae, citing “Junior Researcher - Biology” in the subject line and attention to Binita Sondagar, at [hr@thefirelightgroup.com](mailto:hr@thefirelightgroup.com). If you have any questions regarding the position, please call (250) 590-9017.

We thank all applicants for their interest; however, only those individuals selected for an interview will be contacted. *Indigenous applicants are encouraged to apply.* Your application must confirm that you are able to legally work full-time in Canada, starting immediately.

*\* Please note that this position is contingent upon anticipated funding for an upcoming project. We will provide follow up information to all interviewed applicants in the event that the project is not funded.*

*Working at the Firelight Group means being passionate about what you do. Be a part of our amazing team, with a very exciting future.*