
Position Title: Senior Ecologist, In-Stream Flow Assessment (Temporary 6 Months)
Division: Science & Licensing
Unit: Science & Knowledge
Location: Saskatoon, SK
Hourly Rate: \$42.00 - \$52.50 per hour (Classification 10)
Competition #: WSA-146-2022/23

Apply by: 5:00 PM March 24, 2023

“Need a Career? Just add Water!

At the Water Security Agency, you'll have more than just a job - you'll build a rewarding career. Whether you're managing water supply, protecting water quality or ensuring safe drinking water, you can be confident that the work you do will help to support a strong and growing Saskatchewan. Become a member of the team that is committed to being the best water management agency in North America.”

SHORT DESCRIPTION:

Reporting to the Manager, Ecological & Habitat Assessment Services, an employee in this job will provide technical and administrative advice and support to a broad range of services (research, assessment and modelling) from a defined environmental, biological and scientific area of specialization in the evaluation and monitoring of watershed health. This employee will be responsible for assignments of varying complexity. This will include undertaking and/or coordinating the analysis and integration of diverse datasets involving staff from numerous Water Security Agency (WSA) units and at times, other agencies, utilized to inform and direct WSA programs, including watershed habitat health, source water protection, sustainable use and biodiversity. Development of scientifically sound study designs and the analysis of complex data sets to address and inform challenging agency issues.

The Senior Ecologist (In-stream Flow Assessment) will focus on developing an integrated flow assessment framework for high priority watersheds. Develop and implement statistically rigorous study designs, funding proposals, collaborations with external agencies, and scientifically defensible assessments of implications for populations and habitats. Provide direction to other staff for the logistics, and execution of the field data collection in these studies. Provide environmental information, strategic input and recommendations to guide water management decisions, and provincial and federal policies.

JOB DUTIES:

- 15% Lead issues research; design statistically rigorous and defensible assessments and monitoring activities for broad range of environmental, biological and scientific areas of specialization in the evaluation of watershed health and impacts on watershed health; design funding proposals and manage funding relationships; construct methodologies for the collection and evaluation of data including the invention, construction, operation and maintenance of specialized scientific instruments and investigation equipment; coordinate, manage and lead application for legally required approvals for Water Security Agency assessment projects from federal, provincial and other agencies.
- 40% Lead and conduct assessments and monitoring activities for a defined environmental biological and scientific area of specialization; direct and/or execute the collection of biological, chemical and physical samples and data; verify data collection and quality control; apply established scientific and/or engineering protocols; design and publish protocols where they are lacking in the resolution of corporate issues; hire, direct and set the work plan of subordinate technical support staff; and create project budgets.

- 20% Lead the preparation and dissemination of research findings; write technical reports and publish reports in peer-reviewed scientific journals; present and discuss report information with other staff, international conferences of peers, resource experts and other government agencies; design database construction and manage quality control, including preparation of databases for inclusion in other agencies' databases.
- 15% Provide technical and administrative advice and support to staff, individuals, and/or special interest groups specific to field-related habitat activities and BMPs to ensure integrity, sustainability, and protection of watershed habitat.
- Provide technical and administrative direction and support to staff, individuals, and/or special interest groups specific to discipline-related habitat activities and best management practices (BMPs) to safeguard the ecological integrity, sustainability, and natural function of watershed habitats; provide expert opinion and strategic input to provincial and national policy development and parameter formulation specific to discipline area; lead the research, design and delivery of educational and training workshops/seminars to other employees, conservation agencies, industrial, urban, and agricultural stakeholders on issues and programs. Provide expert opinion through legal affidavits on corporate issues.
- 10% Represent the WSA on various related internal and external committees related to watershed and ecosystem health.

SKILL REQUIREMENTS:**Education:**

Formal:

Graduate Degree in Science with specialization in environmental science or ecology.

Certification:

Other:

Valid Saskatchewan driver's license.

Experience:

Previous Requirement: 60 months

Knowledge of ecological and biological sciences and applicable research and monitoring procedures and practices specifically related to habitat assessment.

Skill in written and verbal communications (thesis and published paper(s)).

Applicable computerized specific discipline and administrative applications.

Demonstrated ability to manipulate, analyze, interpret and synthesize diverse datasets, to analyse established procedures and to understand, interpret and apply regulations and procedures to work situations, and to prepare and complete accurate reports and other documentation of varying complexity.

Ability to establish priorities, maintain complex organization, coordinate budgets, and manage time.

On-the-Job Requirement: 36 months

Knowledge of applicable computerized specific discipline applications; and of scientific research principles, practices, analytical techniques, and applicable GPS and GIS systems.

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Knowledge of relevant legislation, regulations and the numerous statutes under which the WSA operates; and of applicable computerized administrative applications.

Ability to manipulate, analyze, interpret, and synthesize diverse datasets, and to prepare and complete accurate reports and other documentation of varying complexity.

Ability to analyze established procedures and to understand, interpret and apply regulations and procedures to work situations.

Ability to establish priorities and manage time.

Ability to follow WSA policies, procedures and protocols.

Ability to establish and maintain effective working relationships with staff, outside agencies and the public and to develop and maintain a positive work-place climate.

Ability to supervise temporary field staff.

Ability to deliver presentations on scientific research before knowledgeable and or critical audiences while defending findings and conclusions, some of which may have financial consequences for owners of works or water management processes in the future.

Ability to develop and maintain partnership relationships with external agencies, including funding proposals, and technical and financial reporting.

Knowledge of project management principles and practices, and ability to manage and coordinate multiple research projects and activities.

Ability to contribute to development of senior level policies (national and provincial) related to habitat and habitat management.

Training Course Requirements:

Occupational Health & Safety Work Specific Courses

Problem Solving:

Addressing site-specific research issues requires constant innovation and adaptation and a need to stay current with the science and the art of assessing and monitoring ecological systems with complex interactions and stochastic events. While a standard approach is often not possible, most problems are solved from researching existing and/or other applications and/or research studies, identifying possible options, and adapting or developing solutions as required and selecting the best option that is in accordance with sound scientific principles and practices considering environmental and institutional context. There is a requirement to stay abreast of new developments in the field of ecology through the study of current literature and science. Through extension the incumbent may be called upon to link research findings to causes and recommend new water management processes or requirements for which there may be no precedent for the watershed or specific water body or discipline being examined.

EFFORT REQUIREMENTS:**Physical:**

The exertion of effort required to undertake the duties for this job involves undertaking physical activities such as sitting at a desk, sitting in a boat for lengthy periods of time (up to 4 hrs), hiking

with a light pack, walking long distances, keyboarding and lifting and carrying lightweight or small articles up to five (5) kilograms. This employee will, on a seasonal basis, undertake physical activities requiring the employee to lift, carry or utilize equipment such as boats, outboard motors,

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gas tanks, anchors, or other field gear that weighs in excess of 10 kilograms. All work undertaken must comply with established corporate protocols and Occupational Health and Safety regulations and codes of practice.

Mental:

Typical work assignments require periods of unbroken concentration for up to two hours without interruption for reading, writing and reasoning.

RESPONSIBILITY REQUIREMENTS:**Accountability:**

Minimal supervision is provided to this employee with an expectation to be able to work with significant independence. This employee will be assigned multiple projects requiring coordination of work and budgets. Assignments are normally accompanied or covered by general instructions only with most of the details left to the discretion of the employee. This results in this employee having control over almost all of the key variables in determining results, which significantly affects the work results.

Direction of Others:

On a seasonal basis, this employee provides supervisory direction for up to 8 temporary employees.

Contact with Others:

Working with and influencing others, employing tact and discretion to reach agreement on work or activity, which requires that the employee tie in his or her work effort or the work effort of that employee's group with that of others and to settle issues that are not based on different goals or interests.

WORKING CONDITIONS:

Work is performed in both an office and field environment. On a seasonal basis, travel within the province is expected with regular absences from headquarters for up to a week at a time, requiring overnight stays in a hotel or similar type of accommodation. There is exposure to conditions of heat or cold, inclement weather, west-nile virus carriers and the like. Travel to remote areas on poor roads is required.

To Apply:

Internal and external candidates are welcome to apply for this position; however, first consideration will be given to qualified, internal applicants. Please submit a cover letter quoting the competition number above and a detailed résumé to:

Human Resources
Corporate Services
Moose Jaw, Saskatchewan S6H 7X9
Email: hr@wsask.ca (Preferred method)

We would like to thank all applicants for their interest; however, only those selected for an interview will be contacted. You will be evaluated on the relative degree to which you meet the knowledge, skills, and abilities related to the position assignment.

The Water Security Agency is an Employment Equity Employer and is committed to creating a respectful, diverse working environment.
