



## Water Scientist/Limnologist

**SSEA Overview:** The Severn Sound Environmental Association (SSEA) is a community success story. As a delisted Great Lakes Area of Concern, the SSEA is committed to ensuring exceptional environmental quality and exemplary stewardship of the Severn Sound area through sound science, collaboration, and partnerships. ([www.severnsound.ca](http://www.severnsound.ca))

**Position Overview:** \*A full job description is available by contacting [sseainfo@severnsound.ca](mailto:sseainfo@severnsound.ca)  
The Water Scientist/Limnologist will lead and coordinate the development and implementation of critical environmental monitoring programs to report on trends and emerging issues related to water and environmental quality. Reporting directly to the Executive Director, this position will provide scientific analyses of various parameters, including water quality, climate, algae, zooplankton and benthos data. The successful candidate will play a crucial role in interpreting data and providing expert advice in land use planning, while enhancing education and awareness of environmental issues.

**Why join the SSEA:** As part of the SSEA Team you will have the opportunity to work in this beautiful watershed and make a positive impact on improving and protecting water quality and supporting a more resilient Severn Sound watershed. You will be part of a passionate expert team committed to keeping Severn Sound healthy for the next generation and beyond.

### **What SSEA offers you:**

The SSEA is proud to be an OMERS employer and is committed to being a diverse inclusive organization. This hybrid position is based 5 min from Georgian Bay in Port McNicoll Ontario within the heart of cottage country with amazing 4 season recreation opportunities. The SSEA offers full time permanent positions a comprehensive compensation and benefits program (including extended health and Defined Benefit Pension Plan), paid vacation and continuous learning and development opportunities. Apply to learn more!

### **Position Details:**

**Start Date:** Immediate

**Current Rate of Pay:** \$37.52/hr – \$45.65/hr (\$68,290-\$83,085 per annum) based on qualifications and level of experience

**Employment type:** Full-Time Permanent

**Hours of work:** 35 hrs/week (some evenings and weekends required with time off in lieu)

**Work location:** Port McNicoll (must be available to travel to the Port McNicoll office at least twice a week, more during field season and as required)

**Remote Work:** Hybrid

### **Main Responsibilities:**

- Environmental Monitoring:
  - Assess monitoring needs, lead sampling study design, site selection
  - Coordinate sample season logistics, including liaising with various provincial and private labs
  - Respond to public and municipal inquiries
  - Conduct field work as required

- Coordinate Citizen Science programs
- Coordinate response to algae bloom observations
- Data Management, Analysis & Reporting:
  - Oversee/manage data acquisition, storage, and analysis
  - Conduct statistical analysis of complex datasets, primarily using R
  - GIS mapping and analysis
  - Lead reporting on environmental trends to partners, technical and general audiences
  - Present results to various audiences
- Fundraising & Budgeting:
  - Identify and lead grant researching and proposal development
  - Manage budgets for projects and programs, lead project reporting
- Policy and Land Use Planning Review,:
  - municipal reviews related to stormwater, water quality, and land use planning
  - Review policy and comment at federal/provincial levels
- Human Resources & General Office Duties:
  - Supervise seasonal and contract staff
  - Collaborate on HR tasks, e.g. job ad creation, hiring, onboarding for seasonal staff
  - Prepare reports and board presentations
- Networking, Communication & Education:
  - Collaborate on social media management
  - Prepare and present at events and conferences
  - Establish and maintain contacts with other agencies
  - Represent SSEA on external committees

**Qualifications and Key Skills:**

- MSc or higher in Limnology, Aquatic Science, Environmental Science or related area of study  
OR BSc with equivalent work/academic experience
- Minimum of 2-3 years in a similar role implementing water quality monitoring programs, analyzing and interpreting data, supervising junior staff, scientific report writing and science communication
- Valid Ontario Class G Driver's Licence with a clean driver's abstract is required
- Advanced skills in environmental monitoring techniques (water quality/quantity related to streams lakes, and climate)
- Demonstrated ability in managing data and conducting data analysis (including GIS)
- Experience with and demonstrated ability to use statistical analysis software including "R"
- Highly proficient in Microsoft Office 365 Professional suite, including Access, as well as online meeting tools
- Demonstrated ability to write clear and concise scientific reports
- Ability to write successful grant proposals
- Ability to supervise junior staff and student collaborators
- Experience working with volunteers of all ages
- Experience delivering education and outreach including social media

- Strong interpersonal skills and ability to communicate effectively with municipal staff, technical experts, media, and the public
- Excellent judgement and decision-making skills and the ability to come up with innovative solutions related to project management and environmental science issues
- Detail-oriented with strong organizational and project management skills and ability to manage multiple projects and deadlines
- Reliable and willing to work a flexible schedule (overtime, evenings, weekends)
- Self-motivated with strong ability to work independently and to take initiative on projects
- Basic financial acumen, including experience managing budgets
- Ability to comfortably work outdoors in a variety of conditions

The following qualifications and skills are considered assets:

- Proficiency with R scripting language
- Algae, zooplankton identification
- Experience with relational database creation and maintenance
- Working knowledge of water quality modelling and water budgeting techniques
- Knowledge of applicable provincial and federal legislation related to water quality protection and basic knowledge of concepts in municipal land use planning
- Pleasure Craft Operator Card
- Standard First Aid with Level C CPR and AED

\*Note Please be advised that the successful incumbent will be required to undergo a vulnerable sector and drivers abstract check. SSEA offers comprehensive health and safety training.

### **Submission Information:**

Qualified candidates are invited to submit a resume and cover letter demonstrating how you meet the position requirements via email in word or PDF format and include “**Water Scientist/Limnologist**” in the subject line.

Resumes and cover letters should be submitted, preferably electronically, by **4:00 p.m. on June 14, 2024**, and be clearly marked to:

Human Resources

Severn Sound Environmental Association

489 Finlayson St PO Box 460

Port McNicoll ON L0K 1R0

Email: [sseainfo@severnsound.ca](mailto:sseainfo@severnsound.ca)

We thank all applicants for your interest in the Severn Sound Environmental Association. **Only those candidates selected for an interview will be contacted.**

The Severn Sound Environmental Association is dedicated to recognizing the dignity and worth of every person and to provide equal rights and opportunities without discrimination. We see diversity and inclusion as integral to our mission and key to ensuring the well-being of our employees and the clients that we serve.

The Severn Sound Environmental Association is committed to a barrier-free recruitment and selection process. Please inform us should an accommodation be required at any point in the recruitment process. Information received relating to accommodation needs of applicants will be addressed confidentially. Personal information collected will only be used for candidate selection, in accordance with the Municipal Freedom of Information and Protection of Privacy Act R.S.O., 1990, c.M.56.