



# Wetlands Workforce Field Crew Supervisor

## About BCWF and Wetlands Workforce (WW)

The B.C. Wildlife Federation is British Columbia’s leading conservation organization. As a province-wide member-driven charitable organization, with over 43,000 members and more than 100 member clubs, our organization represents the interests of all British Columbians who aim to protect, enhance and promote the wise use of the environment for the benefit of present and future generations.

We are pleased to announce this exciting opportunity for you to join our project and make a BIG impact on watershed and wetland health in B.C. The Wetlands Workforce (WW) project will deploy work pods in the field to support the maintenance, monitoring and inventory of restored wetland sites across B.C., engage in planning activities related to the restoration of future wetland restoration sites and inventory of natural wetland sites for the development of better wetland management tools. The WW Project is supported through the Province of BC’s economic stimulus fund and will provide temporary employment for a minimum of 100 people.

The BCWF is accepting applications for our own Field Crew Supervisor, as well as accepting applications on behalf of our multiple partnering organizations across B.C. Applicants will be considered for either a position with the BCWF or with a partnering organization based on location, availability and skillset. **By applying for this position, you acknowledge that your application may be shared with parties outside the BCWF who are part of the Wetlands Workforce project.** Please see notes at the bottom of this posting for instructions on indicating which region of BC you are applying from.

The BCWF is hiring several Field Crew Supervisors and several positions for the Wetlands Workforce project. Other positions include:

- Field Crew Technicians - entry level position
- Wetland Research Coordinator

Other positions may also come open throughout early 2021. Interested parties can see all openings at <https://bcwf.bc.ca/current-opportunities/>.

Applicants will first be considered for the position for which they have applied. If the applicant’s experience is suitable for one of the above roles, they may be invited to interview for this role in addition to or in lieu of the role applied for.

## Role Details

<b>Start Date(s):</b>	March – April 2021
<b>Wage:</b>	\$25-32/hour (To be reviewed based on experience)

This is a full-time, contracted position. Staff will be hired on a rolling basis from March to May, 2021, with the WW program coming to an end in December of 2021. End dates range from August to December 2021. Start and end dates will be discussed with applicants at the time of interview.



Evenings, weekends and/or extended hours may be required to accommodate travel schedules, field placements, training and other events.

The Field Crew Supervisor will meaningfully contribute to the health of wetlands in B.C. by leading and supporting a crew of technicians in removing invasive vegetation, planting native species, maintaining structures such as dykes, dams and boardwalks, and conducting wildlife and vegetation surveys. Other duties and responsibilities may be added throughout the work term, based on project needs.

The Field Crew Supervisor will manage the day-to-day planning and operations of the Field Crew, ensuring work is completed in an efficient and effective manner. The field crew supervisor will direct operations in a safe manner and ensure regular check-ins and thorough reports are delivered to BCWF WW Headquarters. This position will ensure emergency preparedness of their crew, and will ensure Provincial Health guidelines are followed for Covid-19 safety.

Work conditions will primarily be outdoors, in various weather conditions throughout the season, with wildlife encounters and insect activity likely. Work can be physically demanding and applicants should be capable of and prepared to work on their feet for extended periods, in adverse conditions, to regularly carry loads up to ~22 kg (50lb), and to work with power tools and machinery on a regular basis.

Experience in the following areas is mostly considered an asset for this Supervisory role, but we'll also be offering exciting potential training opportunities that may include:

<ul style="list-style-type: none"> <li>• First Aid</li> <li>• Cultural Sensitivity Training</li> <li>• Wildlife Safety</li> <li>• Plant Identification</li> <li>• Wetland Ecosystem Classification</li> <li>• Wetlands Vegetation Planting</li> </ul>	<ul style="list-style-type: none"> <li>• ATV Operation</li> <li>• Chainsaw Operation</li> <li>• Wildlife Monitoring</li> <li>• Drone Operation</li> <li>• GIS Mapping</li> </ul>
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You will be expected to travel within B.C. to complete the duties of this position. Some positions will be regionally focused within different locations around BC. Regions we are hiring in include:

- Lower Mainland
- Okanagan
- Vancouver Island
- Kootenays
- Peace Region

**Core Responsibilities**

- Overseeing and supporting effective maintenance of wetland and riparian restoration areas (e.g., weed control, native species planting, beaver guard installation, nest box installation, etc).



- Providing guidance, leadership and mentorship to Field Crew and facilitating a positive work culture.
- Conducting thorough surveys of vegetation, wildlife and water quality.
- Conducting mapping surveys to contribute to a BC Wetland Ecosystems Services Protocol (WESP) and B.C. predictive wetlands map.
- Ensuring safety requirements and protocols are implemented and adhered to in the field.
- Responding to any first-aid emergency or incident that may occur at work sites or Field Crew camps.
- Preparing and submitting daily safety and project progress reports to BCWF Headquarter.
- Respectful interaction with members of the public, representatives of partnering organizations, private landowners, and members of participating First Nations.
- Other duties as directed by the Wetlands Assessment & Field Coordinator and Wetlands Workforce Project Manager.

### Competencies and Skills

The WW aims to primarily hire those affected by the Covid-19 pandemic and resulting economic downturn. Training will be provided to ensure that those unfamiliar with maintenance and restoration work are comfortable and safe in their duties. Applicant must be a B.C. resident.

#### **Work Experience:**

- A minimum of 2 years of experience developing and/or supervising site management prescriptions towards ecological restoration, specifically within wetlands and riparian areas
- Experience managing and maintaining a safe workplace in a wilderness/ backcountry environment
- Experience supervising a team of 3-6 people
- Proven experience building a positive and engaging work culture
- Experience with safe operation of ATV's, 4WD trucks, power tools and other equipment is an asset
- Experience with physical labour, such as landscaping or tree-planting is an asset
- Experience with surveying, monitoring or data collection is an asset



### **Knowledge, Skills and Abilities:**

- Ability to be flexible in assigned duties as needed by the Project
- Ability to schedule and delegate tasks on a daily, weekly and monthly basis
- Openness to learn new skills and tasks
- Ability to meet physical demands of the job and traverse outdoor spaces
- Ability to endure long days, challenging conditions, and rigorous fieldwork
- Willing to travel extensively throughout B.C.
- Ability to work effectively and respectfully in a small team
- Clear and concise verbal and written communication
- Experience working with First Nation and indigenous communities an asset

### **Education:**

- A diploma or degree in a relevant program (e.g., Ecological Restoration; Environmental Science) is an asset

### **Other:**

- Class 4 or 5 BC driver's license with a clean driving record

### **How to Apply**

To apply, send a combined PDF file including a current resume or CV, cover letter, and references to: [Jobs@bcwf.bc.ca](mailto:Jobs@bcwf.bc.ca)

In your subject line, please include the title "WW Field Crew Supervisor" as well as the **region of B.C. from which you are applying**. For example, if you are living and working in the East Kootenay region, write "WW Field Crew Technician – East Kootenay".

Applications will be reviewed on a rolling basis and accepted until February 26<sup>th</sup>, 2021. Only applicants who are considered for an interview will be contacted. Due to Covid-19 restrictions, interviews will be conducted over video conferencing.

We kindly ask that applications be sent by email only – no fax, mail or phone calls please.