



Biodiversity Enhancement Intern (Watershed Engagement and Education Intern) - Contract/Seasonal

Do you want to share your naturalization knowledge and expertise? Do you want to work with schools and municipalities on habitat creation and improvement in the Severn Sound watershed? If so, our friendly and skilled team wants to hear from you!

SSEA Overview: The Severn Sound Environmental Association (SSEA) is a community success story. At the SSEA, we are committed to ensuring exceptional environmental quality and exemplary stewardship of the Severn Sound area through sound science, collaboration, and partnerships. The SSEA is a Joint Municipal Service Board under the Municipal Act that serves eight municipalities in the Severn Sound watershed area (www.severnsound.ca).

Position Overview:

One (1) Biodiversity Enhancement Intern. This contract position, based in Port McNicoll Ontario, offers a 35-hour work week, with some evenings and weekends required with time off in lieu, **starting ASAP for 16 weeks** with the possibility of extension. **Position, wage and term are dependent on funding approval.**

The SSEA is seeking a motivated, enthusiastic individual with experience in habitat naturalization and education to join our talented, passionate team. This position will contribute to a more sustainable environment, improving habitat and native biological diversity at local parks and schools by helping establish natural areas that provide ecosystem services and contribute to climate change mitigation and adaptation.

Status: Contract

Wage: \$24.31 per hour, 35-hours per week for 16 weeks with possibility of extension

Main Responsibilities:

Under the direction of the Manager Watershed Resilience, Wetlands & Habitat Biologist:

- Implement Project SSEED (Severn Sound Engagement and Education) and work with SSEA municipalities and local schools, providing technical support and site-specific guidance to support planning and implementation of on-the-ground naturalization and habitat enhancement projects in municipal parks and schoolyards/gardens, including:
 - Conducting site visits to document site conditions and identify opportunities for naturalization
 - Developing individualized naturalization/habitat enhancement plans (e.g., recommendations for management of invasive species and planting/seeding of suitable native species to create pollinator habitat)
 - Assist with ordering/securing suitable native seeds and plants, mulch, and other naturalization project supplies or materials as needed
 - Participate in monitoring/surveys (e.g., plants, wildlife) of designated sites
- Engage partners/groups and the community, and recruit/train volunteers to assist with naturalization activities such as invasive species removals
- Conduct education and outreach and communications to improve ecological literacy in schools and the community, and empower broader community action in naturalization and stewardship, including:

- giving presentations to groups
- teaching students/youth about plants and flower and the importance of the environment to wildlife, pollinators and humans
- attending community events to raise awareness
- developing communications materials and social media content
- Plan and implement pollinator improvement and creation projects focusing on Bee City member municipalities, supporting municipal efforts including no-mow/reduced-mow pilot projects and annual Pollinator Week recognition activities
- Participate in weekly meetings, track metrics and write reports, summarizing project activities and accomplishments
- Identify, liaise with and align partnership groups, the public, contractors and municipal partners with various tasks related to climate resilience and stewardship initiatives
- Identify and apply to external grant funding, help write grant project evaluation reports
- Perform other duties as required to support SSEA operations

Qualifications and Key Skills:

- College and/or university education in natural resources management, environmental science, biology, ecosystem restoration, ecology, or a related area of study, combined with relevant experience in environmental monitoring, management, and public outreach
- Identification and knowledge of biology of native and invasive species, and invasive species management techniques
- Familiarity with pollinator species and their ecological niches along with the benefits of pollinators and pollinator habitat for urban, rural, and agricultural landowners
- Knowledge of habitat restoration techniques and principles
- Knowledge of the principles of field work, such as accurate data recording, use of technical equipment, and record keeping
- Excellent judgment and decision-making skills and the ability to come up with innovative solutions related to project management
- Strong interpersonal, presentation and communications skills (written and verbal), with experience providing information to different audiences using a variety of mediums (e.g., in-person, onsite, via e-mail, virtual presentations)
- Self-motivated, strong ability to work independently and to take initiative on projects, and to be part of a team and work collaboratively
- Detail-oriented with strong analytical, data management, communication, and time management/organizational skills
- Experience with work planning, coordinating projects, creating project budgets and writing grant applications
- Excellent computer skills including applications such as Microsoft suite, video software, virtual communications platforms, Google products, social media platforms, iNaturalist
- Ability to comfortably work outdoors in a variety of conditions
- Reliable and willing to work a flexible schedule (overtime, evenings, weekends)
- Valid Ontario Driver's License (Class G)
- **Must be between 15 and 30 years of age as of contract start date**

The following are not requirements but would be considered an asset:

- Bilingual (written and spoken) in English and French

- First Aid and CPR certification and Canadian Pleasure Craft Operators License along with boat driving experience
- Experience with implementing habitat restoration and stewardship projects and with volunteer management
- Geographic Information Systems (ArcGIS/ArcMap/QGIS) and Ecological Land Classification experience

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. Resumes and cover letters submitted via email must be in Word or PDF format and include “**Biodiversity Enhancement Intern**” in the subject line.

Resumes and cover letters should be submitted, preferably electronically, by **4 pm on Wednesday, April 10th, 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

The funding program supporting this position in part aims to provide employment opportunities for youth who face barriers to employment; for more information, contact mhudolin@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.** For more information about our organization please visit www.severnsound.ca.

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