



Do you want to make a difference? Perform a regenerative role in how we treat Nature? The Salmo Watershed Streamkeepers Society (SWSS) is looking to hire a skilled, keen person to move into the Coordinators position for our accomplished group. The SWSS is an accomplished, motivated, community stewardship, charitable, non-profit organization dedicated to conservation, enhancement and the regeneration of species and habitat in our watershed and beyond.

Job Summary: The Career Intern (CI) will work with the SWSS Coordinator to become familiar with, and responsible for directing and managing the activities of the SWSS in accordance with policies, goals, and objectives established by the SWSS multi-stakeholder Watershed Planning Team (WPT) and our Board of Directors. The SWSS/WPT has developed an action oriented Salmo/Pend d'Oreille Watershed Aquatic Ecosystem Health Improvement Plan (SWAP). SWAP guides our broad-based research/monitoring/outreach activities, habitat regeneration has become an increasing focus for SWSS. The CI will ensure the achievement of short and long-range goals for operations, human resources, financial performance, communications, public relations and growth, and oversee Project-based fundraising to ensure financial health. The Career Intern will be responsible for promoting SWSS's vision and mission, guided by our Constitution and Bylaws. Realizing that species and special places are our 'true clients' the Career Intern must want to 'make a difference' and have an internal understanding of Stewardship ethics, principles and values. He or she must be willing and capable of performing field activities as well as administrative tasks, fostering a culture of admiration and respect for Nature through collaboration, mentorship and learning, and by being an effective communicator on behalf of the organization and its programs.

About SWSS: SWSS works to improve Ecological Integrity through scientific research, educational outreach, habitat restoration, monitoring and partnership building. For over 20 years, the SWSS has implemented many environmental projects, supported local professionals and engaged with community members. Several programs, such as our Rainbow and Bull Trout monitoring and stream fertilization project, support many professionals for field work and data analysis. SWSS is a local leader in stream restoration and has been successful in diversifying the local economy. For example, trade workers are often subcontracted during habitat restoration projects.

Some Overview Duties: The CI will participate in our vision to create a greener local economy by implementing leading edge projects and initiatives. For example, SWSS is currently collaborating with a local excavating company and other funding agencies to acquire a spyder hoe, a low-impact 'walking' excavator capable of working directly in streams. The spyder hoe will facilitate stream restoration while providing an important local asset for special construction projects and emergency responses. SWSS is also working with industry, Government and the local community to implement the Rapid Assessment and Rapid Remediation (RARR) of mine tailings project. This is an initiative to remediate abandoned mine tailing sites in our watershed and beyond. The Salmo River watershed has a long history of resource extraction which have left many toxic





waste piles behind. RARR encompasses a resource extraction component to reclaim resources left in tailing that are valuable by today's standards. The CI will also play an important role in our Imagine Salmon campaign. This campaign aims to raise awareness on the loss of Salmon in our watershed and inspire reintroduction opportunities. Salmon reintroduction involves construction of large infrastructures and extensive research. The selected candidate will receive the support and the encouragement to implement any idea or initiative that would benefit both the economy and the ecosystem.

Job Description: The SWSS CI will work closely with the Coordinator to build upon and expand the organization's local and regional benefit. He/she will contribute to the understanding and stewardship of the Salmo River Watershed and the Columbia Basin. The CI is passionate about environmental issues, species, special places and ecosystem health. He/she possesses solid scientific knowledge and wants to work to ensure the organization is a true partner to community, First Nations, Government, Education, industries, corporations, and individuals in the region. Working in collaboration he/she will provide and receive support to further SWSS projects. The clear intention of the CI position is to move into the coordinating role for Streamkeepers.

Responsibilities: The CI will work toward full management for ongoing and future projects. The selected candidate will participate in every step of the implementation of these projects. The position involves both field and office work. Field work includes, but is not limited to, Rainbow Trout snorkel surveys, Bull Trout redd counts, ecosystem restoration (wetland restoration/construction, stream restoration and mine tailing site remediation activities), water quality sampling and discharge data collection/analysis. Office work is centred around data and project management and will encompass data analysis and interpretation, mapping, report writing and providing recommendations to external agencies. Management tasks such as material sourcing, subcontracting, budgeting, permit application, volunteer and consultant recruitment, communication and other administrative tasks are also related to this position. Being part of a small, strong, dedicated stewardship group requires all employees to participate in proposal writing, fundraising, networking and other external affairs for the organization. Proposal writing experience or the demonstrated capability to write proposals is an essential CI responsibility.

Knowledge and Skills: The ideal candidate will have a degree in an appropriate area of biology, restoration biology, Environmental Management and or a College technical or field-based diploma program. He/she will have a demonstrated passion for watershed stewardship and freshwater sciences. He/she must have the knowledge to design experiments and monitoring programs, conduct and interpret statistical analysis or an ability to work with the expanded SWSS professional team to carry out these needs. The CI must be proficient with computers, have a working knowledge of the Microsoft Office Suite, QGIS and other data analysis software/language (e.g. Arc GIS, R, python, SQL) would be an asset. Excellent written and verbal communication skills are required. An ability to work alone and as part of a team is essential. Work experience with industry, Government, communities, and First Nations in BC, where the candidate was





responsible for project management, field work, research, planning, and fund-raising for environmental projects focused on aquatic ecosystem health/fisheries,

Certification Required:

A valid Class 5 (or equivalent) driver's license is mandatory.

First Aid Level1 and Transportation Endorsement.

WHMIS,

Membership at the College of Applied Biology (RPBio, BIT) is an asset. Other fieldwork qualifications will be considered as an asset: CPR, Swift Water Rescue.

Science: The CI will participate in several science-based projects and will be encouraged to implement new ideas to enhance the watershed's health. SWSS has a long-term watershed plan which includes, a habitat carrying capacity study, a drone habitat assessment survey, a Bull Trout recovery plan and genetic studies, among others. This internship requires the capacities to apply scientific concepts and understand new technologies and concepts in order to make informed decisions or recommendations. SWSS uses a science-based approach with leading-edge technologies and knowledge to conduct their programs and restoration initiatives. For example, when the SWSS was founded over 20 years ago, knowledge of the Salmo River system was scarce. The first action was to conduct a telemetry study on Rainbow and Bull Trout. From this new knowledge, SWSS was able to set long term monitoring programs which have in turn informed regulating agencies to support sustainable recreational fisheries. We have also used this science-based approach to implement our ongoing stream fertilization project. Extensive monitoring was conducted three years before and after the implementation of the fertilization. Monitoring on this site is ongoing and a second potential site is currently being studied. Our habitat restoration sites were determined by using an extensive fish habitat assessment procedure and we are currently working with an unmanned aerial vehicle (drone) to conduct habitat surveys with the ultimate goal of prescribing sound, data-driven habitat regeneration prescriptions.

Hours for this position should be considered flexible because we sometimes need to respond to Natural events, species driven timing and other biological conditions. Typically SWSS works a 35 hour week. Hourly pay rate is a range between \$20 - \$25 per hour depending on education and experience.

Please send your cover letter and resume to Gerry Nellestijn at gerry@streamkeepers.bc.ca

