



EMPLOYMENT OPPORTUNITY

Position Title:	Species at Risk Biologist
Classification:	Full-time permanent (upon successful completion of probation)
Hourly Rate:	\$39.76 - \$44.92 (commensurate with qualifications and experience)
Start Date:	May 2026
Location:	Magnetawan First Nation, 10 Highway 529, Britt, ON P0G 1A0
Hours of Work:	35hours/week; nights and weekends may be required.

Magnetawan First Nation's Species at Risk (SAR) Program has been operational since 2012 in the local area, assessing the local populations of reptiles, and their associated threats. This program involves intensive fieldwork in the summer months to monitor existing populations and movement patterns of SAR reptiles, identify previously unknown or new critical habitat locations, and incorporating community science and a Two-Eyed seeing approach to every aspect of our work. It is expected that the candidate will spend much of the active season working outdoors including conducting daily road surveys using a UTV, radio-tracking individuals, providing periodic environmental construction monitoring support, surveying in marshes, and working in remote areas with potentially challenging conditions. During the fall and winter months, the candidate will be required to input and organize all research data into our existing long-term database, perform data analysis, mapping with ArcGIS and report writing.

We are seeking a dedicated team-oriented **Species at Risk Biologist** who demonstrates initiative and inclusivity to contribute to and build upon this highly recognized program.

KEY RESPONSIBILITIES

- Organize, plan, and implement surveys for target SAR based on seasonal priorities
 - o This includes monitoring existing critical habitats for re-captures as well as conducting opportunistic surveys in new locations for new individuals
- Conduct road surveys on HWY 529 and HWY 69 and report observations using Survey123

- Manage and delegate tasks to technical staff and/or environmental monitors.
- Participate in night- and day-time turtle nesting surveys (expected to adjust to flexible work hours during turtle nesting season)
- Identify, capture and collect morphometric and spatial data on turtles, lizards and snakes
 - o Carry out safe handling of turtles and snakes during procedures including notching (turtles) and PIT tagging (Massasauga Rattlesnakes)
- Record daily logs and manage data, including data input into Excel spreadsheet and/or ArcGIS database
- Conduct site assessments
- Write seasonal summary reports and submit to Program Coordinators
- Communicate regularly and consistently through email, phone calls and in-person meetings with supervisory staff, program collaborators, and technicians
- Assist with outreach and educational program requirements to the community and partner organizations

KNOWLEDGE AND EXPERIENCE

- A college and/or university degree in the field of biological sciences or an equivalent program and/or experience in applied field work, conservation, and biology
- Experience handling and knowledge of Ontario's reptile species is required.
 - o Ability to confidently identify, safely capture and handle all reptiles, including the venomous Massasauga Rattlesnake, is a must
 - o This includes experience collecting morphometric data and marking individuals via notching or PIT tagging.
- Awareness and understanding of the Species at Risk Act, Endangered Species Act (and associated and applicable Ontario Regulations such as O. Reg. 242/08 s23.17.1), the Fish and Wildlife Conservation Act, the Species Conservation Act and the Migratory Bird Act is essential
 - o Experience applying to program funding, permits and fulfilling subsequent reporting requirements is extremely beneficial
- Data management skills and knowledge of basic analysis are required. Experience using ArcGIS and ESRI products is essential.
- Able to lift up to 40lbs, navigate difficult terrain, working in inclement weather.
- Radio-telemetry experience is preferred
- Proficient in Microsoft Word, Excel, and PowerPoint as well as exceptional oral and written communication in English is required
- Experience working with First Nation communities is considered an asset.
- Positive attitude and a passion for working outdoors and teaching others is a must.
- Other duties as required

SPECIAL REQUIREMENTS

Confidentiality: The incumbent must maintain strict confidentiality in performing the duties. The incumbent must adhere to the Magnetawan First Nation Personnel Policy.

Travel: On occasion, some travel may be required.

Training: The incumbent must be willing to participate in professional training/conferences to develop and maintain knowledge, skills, and expertise necessary to achieve positive results.

A current **CPIC** with a vulnerable sector check is required.

A valid **Class G Ontario Driver's license**.

Clean **drivers abstract**.

How to Apply: Interested applicants may apply, in confidence, by sending a cover letter, resume, photocopy of education diploma by mail, hand deliver or email to:

**Magnetawan First Nation
10 Regional Rd, Hwy 529
Britt, ON P0G 1A0
Email: recruiter@magfn.com
Closing date: Thursday April 30, 2026**