

# Cows and Fish

Alberta Riparian Habitat Management Society

---

## **Job Announcement:**

### **Additional Full-time Position Added:**

**Riparian Resource Analysts and Technician – 2 - 4 positions**

**Application Deadline: February 28, 2012**

**Deadline Extended**

Cows and Fish is currently looking to fill two to four positions to collect and interpret riparian health inventory data. **Please apply by February 28, 2012.**



## **Riparian Resource Analysts (2-3) & Riparian Resource Technician (1)**

Self directed and motivated individuals are required to assist with riparian inventory and health assessments in Alberta for Alberta Riparian Habitat Management Society – known as Cows and Fish. You will be part of a team collecting vegetative and physical baseline information of riparian function on various streams, rivers, lakes and wetlands across Alberta during the summer months. Inventory data collected will assist local communities and our organization to address riparian land management issues throughout the province.

You will possess a B.Sc. in Agriculture, Biological or Environmental Sciences with a strong emphasis in range management and terrestrial / aquatic ecology. Related degree or diploma with experience working on ecological data collection and sustainable agricultural issues will be considered. Strong plant identification skills are required. For the Riparian Resource Analyst position, you must be highly proficient using computers and have strong written communication skills. For each position, you will have strong interpersonal and verbal communication skills. An understanding of landscape processes including fluvial geomorphology and watershed function is an asset. Candidates must be willing to travel extensively overnight away from home and possess a valid Class 5 driver's license. Refer to our web site for more job details [[www.cowsandfish.org/whatsnew/jobs.html](http://www.cowsandfish.org/whatsnew/jobs.html)]. You must be available for an in-person interview March 9, 12, or 13, 2012, in Lethbridge.

There are several different positions for which we are looking for candidates. Number of positions depends on work plan and funding.

1. **Riparian Resource Analysts:** a) **Full time, permanent (1-2 positions)** (1 position is currently vacant). b) **1 year TERM, full time position** (with possibility of long-term extension). Starting April-May 2012, these positions will be based in the Lethbridge office, with most of October-June being office-based. Through much of June to September, individuals are required to live in a camp setting while working in the field away from Lethbridge.
2. **Riparian Resource Technician:** This is a **seasonal (full time), 4 month term position** (starting approx. May 15, 2012) with a possibility of extension. This position is field-oriented and requires individuals to live in a camp setting most work days.

Please indicate which position you are applying for. Submit applications by February 28, 2012 to: Norine Ambrose, Executive Director, Cows and Fish, 2<sup>nd</sup> Floor, YPM Place, 530-8<sup>th</sup> St. S., Lethbridge, AB T1J 2J8. Fax 403-381-5723. Email: [nambrose@cowandfish.org](mailto:nambrose@cowandfish.org) (**email is preferred**). If submitting electronically, **please submit all items as one file**. Applications must include a cover letter, resume, and references. If applying for the Riparian Resource Analyst position, 2 writing samples **must also** be provided.

# Cows and Fish

Alberta Riparian Habitat Management Society

---

## **Hiring:**

- Only those selected for interviews may be contacted.
- Interviews will likely be held March 9, 12 and 13, 2012 in Lethbridge, Alberta. Candidates **must** be available to attend an in-person interview during that time.

## **Job Details (for both Riparian Resource Analyst and Technician):**

- The position(s) is with the Alberta Riparian Habitat Management Society, commonly known as Cows and Fish. Cows and Fish is a small, non-profit society, comprised of approximately 12 staff. We are committed to improving the awareness and understanding of riparian areas and riparian health to aid landowners and communities manage their riparian areas, through proactive, voluntary approaches driven by the landowner and local community.
- The Analyst and Technician will be required to provide their own food, camping and cooking equipment for the summer. Hip waders will be supplied by Cows and Fish. A daily rate to cover meal and camping expenses is provided. Staff will be provided with a work-designated vehicle for the field work portion of the job.
- Field activities involve surveying numerous riparian systems (lotic and lentic) within various project areas in Alberta following the Alberta lotic and lentic riparian health inventory and assessment protocols (go to “Download our Riparian Health Assessment Forms and User Manuals” at [www.cowsandfish.org/riparian/health.html](http://www.cowsandfish.org/riparian/health.html).)
- Approximately two weeks of familiarisation and training will be provided prior to fieldwork. Attendance at that training is mandatory.
- Riparian health inventory field work at each riparian site is generally done by two staff, working collaboratively. The two staff will travel together and stay at the same camping facility, although be responsible for their own meals and camp gear.
- Candidates must be willing to travel and be away from home overnight for the majority of weekdays during the summer.
- Field days are often long (i.e. more than 8 hours), and overtime is banked.
- **Strong plant identification skills are required.**
- Previous experience with handheld GPS units, cameras, maps and air photo interpretation is valuable.

## **Riparian Resource Technician (Seasonal) Job Description Details:**

- Approximately four month, full time term position, starting approx. May 15, 2012. Salary range \$2200-\$2500 per month depending on qualifications and experience. The position will end approximately September 30, 2012, depending on start date.

# Cows and Fish

Alberta Riparian Habitat Management Society

---

- The Riparian Resource Technician is required to travel throughout the province and must be willing to live in a camp setting for the summer (June-September, excluding days off). The position is based in Lethbridge, although a very limited number of days will be spent in the office. This position is a junior position, and the successful candidate will normally work with more experienced individuals.

## **Riparian Resource Analyst (Full-time permanent and 1 Year Term) Job Description**

### **Details:**

- The position is for a full-time, either 1 year term, or long-term position, based in Lethbridge, Alberta, starting no later than May 15, 2012 (may start earlier). Exact start date to be determined with successful candidate. First 6 months will be probationary. Starting salary approx \$3,100 per month depending on qualifications and experience.
- The position will be based in Lethbridge, Alberta, although extensive travel during the spring and summer will cover many areas of the province. Depending on the candidate and program needs, there may be future opportunity for the office component of the position to be Calgary-based, once the individual is well established in the position (not applicable to the 1 year term position). A very limited amount of travel will be required October to May.

### *Office based work*

- The job requires a self-motivated, enthusiastic, and team-oriented individual. Individuals are required to work closely with their colleagues to complete various elements of riparian health related and other tasks.
- Tasks shared among the Riparian Resource Analysts will include project area stratification, air photo interpretation, GIS mapping, extensive data entry and verification, image cataloguing, extensive preparation of materials for reporting and report writing and limited verbal presentations.
- Using riparian health data, the analyst will prepare summaries, reports and other written materials for landowners and community groups using Cows and Fish templates.
- Office duties may also involve assisting the Executive Director and Riparian Specialists with various administrative and project-related tasks.
- Knowledge and use of computer spreadsheet, word processing and graphics software programs is required.