



Galiano  
Conservancy  
ASSOCIATION



IMERSS

## Employment Opportunity

### Biodiversity Conservation Technician

SPRING/SUMMER 2025



The Galiano Conservancy Association (GCA) and Institute for Multidisciplinary Ecological Research in the Salish Sea (IMERSS) seek a highly motivated individual for the position of **Biodiversity Conservation Technician**. This 4-month full-time, seasonal contract position offers engaging work and an opportunity to gain career skills in the beautiful setting of Galiano Island from May through August 2025. For the duration of the position, the technician will be based out of the GCA's Millard Learning Centre, but will dually split their work between the GCA and IMERSS. Through this unique joint position between the GCA and IMERSS, you will coordinate with regional academic, government and non-profit partners and gain unique insights into two Galiano eNGOs.

### Biodiversity Conservation Technician

- Start date:** May 5, 2025 (negotiable)
- Wage:** \$23.92 / hour (\$23.00/hr + 4% Vacation Pay)
- Hours:** 35 hours / week (*on average*), typically Mon-Fri, 9am-4pm
- Anticipated End Date:** August 29, 2025 (negotiable)
- Duration:** 17 weeks with up to 1 week off / 560 hours (280 hrs each organization)
- Application Deadline:** 11:59pm PST on **January 12, 2025**

#### **Job Details:**

As Biodiversity Conservation, you will lead several biodiversity and environmental monitoring projects under the supervision of the GCA Conservation and Climate Action Coordinator and IMERSS team, including a remote Biodiversity Monitoring and Data Science Coordinator and other institutional collaborators and partners. These projects may include annual kelp monitoring by kayak, eelgrass surveys, microclimate monitoring, monitoring Rockfish Conservation Areas (RCAs), and conducting



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surveys of vascular plants, birds, bats, and marine invertebrates using a variety of methods, including light traps and acoustic monitoring. The position will also entail strong community engagement and data science components under the mentorship of the Indigenous Community Liaison and Biodiversity Monitoring and Data Science Coordinator. This position involves an average of five days of work each week, based out of the Millard Learning Centre (10825 Porlier Pass Road) on Galiano Island.

#### Tasks and responsibilities may include:

- Synthesis, curation and analysis of biodiversity data
- Biodiversity / environmental monitoring of: Dungeness crab larvae (using light traps), bull kelp (via kayak), eelgrass meadows (kayak and snorkel), acoustic monitoring of birds and bats, vascular plant surveys, and local microclimatic conditions
- Monitoring resource-use practices using wildlife cameras
- Routine meetings, work sessions, and reporting with/to the GCA Conservation and Climate Action Coordinator, IMERSS Biodiversity Monitoring and Data Science Coordinator, and other project team members
- Engagement with local Indigenous community members to identify priorities for monitoring, working alongside an Indigenous Community Liaison to deepen existing relationships
- Development of community science outreach resources and protocols
- Outreach activities promoting community science and awareness of local conservation organizations
- Scientific report writing
- Writing articles for publication in various print and social media
- You may additionally be responsible for helping out in various other aspects of GCA and IMERSS' work, including, but not limited to: propagation and care for native plants, removal of invasive exotic vegetation from protected areas, trail construction & maintenance, participation in organization and community events

#### Skills and experience gained may include:

- Field data collection, species identification
- Biodiversity data science, visualization and analysis
- Science communication
- Operating wildlife cameras
- Understanding threats to ecosystems and biodiversity, including climate change, recreation, and land conversion
- Public relations through outreach at local public events
- Conservation research data collection using interviews and questionnaires
- Conservation and biodiversity research data analysis
- Using a Global Positioning System (GPS) for mapping, navigation and data collection
- Using GIS (e.g., ArcMap, QGIS) for mapping and data analysis
- Programming skills (e.g., R) for data analysis and visualization
- Graphic design using Adobe suite and/or Canva
- Communications, including oral presentations and writing for print and online (social media)
- Scientific report writing

#### Requirements:



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This position will require physical, social, and intellectual work. The candidate must demonstrate a capacity for leadership, the ability to work effectively independently and as part of a team, and a willingness to learn and engage in hard work. Applicants must be prepared to live on Galiano Island from May through August (and must secure housing, which can be a challenge), and be available for work on weekends to attend public events to facilitate public outreach (especially at the beginning of the season). The applicant must have current Standard First Aid, or be willing to obtain it before coming to Galiano. This position requires a class-5 driver's license and access to a reliable vehicle/transportation in order to monitor trail cameras at different locations across the island (mileage compensation is provided). Additionally, the candidate must have sea kayaking or other boating experience and be comfortable on the water.

#### **Assets:**

BIPOC applicants and applicants with a connection to Galiano Island will be given preference; please identify yourself in your cover letter if applicable. A background in Environmental Studies, Biology, Geography, Restoration of Natural Systems, Conservation, Forestry, Environmental Education or another complementary field is desirable. Direct experience in any of the skills mentioned for this position, particularly a demonstrated capacity for data collection and management, familiarity or expertise in biodiversity research (marine biology, botany, etc.), and/or working in remote field conditions, is an asset.

#### **To apply:**

Submit your cover letter and resume to [apply@galianoconservancy.ca](mailto:apply@galianoconservancy.ca) by midnight on **Sunday, January 12th, 2025** with the job title\* in the email subject line. Please ensure cover letter and resume files are submitted in pdf format following these naming conventions:

*SURNAME\_FIRSTNAME-CoverLetter.pdf*

*SURNAME\_FIRSTNAME-Resume.pdf*

*\*If you are applying for more than one of the [job opportunities](#) currently available, please submit separate emails; you can choose to submit the same cover letter for all desired positions, or provide custom cover letters for individual positions.*

#### **Due to the volume of applications received, only those selected for an interview will be contacted.**

Shortlisted candidates will be sent interview invitations by January 31st. Although we prefer to interview applicants in person, remote video conference (Zoom) interviews can take place as an alternative for candidates who are unable to be physically present.

Thank you for your interest, and we look forward to receiving your application.

#### **Additional information:**

To learn more about the Galiano Conservancy Association, please visit [www.galianoconservancy.ca](http://www.galianoconservancy.ca).

To learn more about the Institute for Multidisciplinary Ecological Research in the Salish Sea, please visit <https://imerss.org/>.

*Accommodations:* The successful candidate is responsible for securing rental housing on Galiano Island from May through August, as well as for all transportation costs when commuting to and from work



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(10825 Porlier Pass Road). The Galiano Conservancy and IMERSS can help identify rental housing opportunities through our local contacts.

If you have specific questions not addressed here, please contact us:

Sofia Silverman, Conservation and Climate Action Coordinator, Galiano Conservancy Association  
[conservation@galianoconservancy.ca](mailto:conservation@galianoconservancy.ca), 250-539-2424.

Andrew Simon, President, IMERSS: [adfsimon@imerss.org](mailto:adfsimon@imerss.org), 250-888-6144.