



Employment Opportunity

Position Title: CONSERVATION COORDINATOR

Hours: 30-35hrs /week

Starting Wage: \$30.75-33.75/hr + 4% vac.

Start Date: April/May 2026 (negotiable)

Duration: Ongoing / Permanent

Position Summary:

Reporting to the Executive Director (ED), the Conservation Coordinator (CC) oversees diverse land stewardship, environmental monitoring, and climate adaptation activities for the Galiano Conservancy Association (GCA). Responsibilities include mapping, ecological surveys, covenant monitoring, Species at Risk detection, grant writing, public outreach and education, and restoration work. The CC will collaborate closely with the GCA's Restoration Coordinator to manage the land-based work of a dynamic conservation organization, and have knowledge of and familiarity with the GCA's diverse conservation, education, restoration, sustainable food production, and climate action programs through direct participation in all activities from time to time, as well as by assisting with the grant applications that fund them.

Principal Duties and Responsibilities:

- **Land Stewardship:** Contributes to introduced species management and trail maintenance across GCA lands; coordinates land stewardship contracts on non-GCA lands; leads field teams of seasonal technicians, volunteers, and interns
- **Covenant Monitoring:** Performs annual monitoring of GCA-held covenants on private and park lands; works closely with Executive Director to prevent, identify, and address covenant breaches
- **Nature Steward Program:** Coordinates promotion and implementation of private land stewardship program, including public outreach, site visits, mapping, and data management
- **Biodiversity Conservation:** Oversees ongoing and initiates new terrestrial and marine species at risk (SAR) monitoring and programs
- **Climate Action:** Proposes, plans, and coordinates climate change mitigation and adaptation initiatives to lower ecological footprints and maximize biocapacity for Galiano Island
- **Grant Writing and Reporting:** Secures funding to support conservation initiatives, including grant writing and preparation of reports to funders; Participates in annual applications and reporting to major funders, and assists with other grant applications, specifically those funding core conservation, restoration, and climate adaptation
- **Ecological Restoration:** Works alongside the Restoration Coordinator to advance restoration priorities across properties
- **Detailed mapping using ArcGIS:** Collects geospatial data and prepares mapping resources for diverse projects
- Participates in strengthening relationships with partner Indigenous peoples in the Salish Sea
- Represents the GCA at public events when called upon



Additional Duties and Responsibilities (as capacity allows):

- Creates articles and social media posts, and contributes to the creation of interpretive signage
- Helps maintain the GCA's database of geospatial information
- Assists visitors to the GCA's office with information, sales, and memberships
- Assists with planning of organizational events as well as booths at island events and markets;
- Assists Executive Director and Development Coordinator with land acquisition projects

Compensation, location, and start date:

This is desired to be a 4-5 day / week position (28-35 hrs). The Conservation Coordinator position is based out of the GCA office building at the Millard Learning Centre on Galiano Island, BC. Starting wage is \$30.75-33.75+ per hour (plus 4% vacation pay), depending on qualifications, with an annual COLA increase in January, and automatic raises at 6 and 12 months and annually thereafter. Occasional weekend hours and/or extended work hours may be required. A shared-cost (50/50) extended health and dental benefits plan is currently available. Preferred start date is as soon as possible.

Minimum Skills, Qualifications, & Attributes

- Bachelor's degree in Biology, Forestry, Geography, Environmental Studies, or a related discipline; or demonstrably equivalent work and life experience
- Working knowledge of the Salish Sea's biodiversity, including key Species at Risk and vegetation of the Coastal Douglas-fir biogeoclimatic zone
- Relevant work experience within the fields of environmental conservation and restoration
- Experience working in a dynamic team environment on a range of diverse projects
- Self-motivated, self-directed and organized, with attention to detail and commitment to excellence
- Strong written communication skills
- Commitment to conservation

Desirable Skills, Qualifications, & Attributes

- Familiarity with the Southern Gulf Islands and Galiano Island
- Fluency with use of GPS and mapping using ArcGIS Pro
- Experience working with Indigenous peoples and the general public in a rural area
- Experience with public engagement and outreach
- Experience coordinating contractors, volunteers, and small teams of staff
- Experience with study design, field data collection, and data management
- Grant writing & reporting experience
- R.P.Bio or R.B.Tech through the BC College of Applied Biology
- Wilderness First Aid or equivalent
- Class 4 driver's license
- Comfort and experience with climbing using ropes and harnesses



**Galiano
Conservancy**
ASSOCIATION

10825 Porlier Pass Road
Galiano Island, BC, V0N 1P0
(250) 539-2424
hire@galianoconservancy.ca

To apply:

Please bundle your resume and cover letter outlining your interest and qualifications into a single PDF that includes your first and last name in the filename and send to hire@galianoconservancy.ca. Applications will be considered as they are received. We thank all applicants for their interest, but only those selected for interviews will be contacted. Shortlisted candidates will typically be sent interview invitations within 2 weeks. The application window will remain open until the position is filled.

For more information:

Contact Chessi Miltner, GCA Executive Director at: executivedirector@galianoconservancy.ca, phone 250-539-2424, or visit our website: www.galianoconservancy.ca.

Accommodations: The successful candidate, if not already a resident of Galiano, is responsible for securing rental housing on Galiano Island. The Galiano Conservancy may be able to help identify rental housing opportunities through our local contacts.