Ontario

ONTARIO PUBLIC SERVICE
CAREERS

Job Specification

Position Title: WILDLIFE RESEARCH ANALYST
Job Code: OPSEU - Biologist 2B, 14024
Job ID: 34247

Purpose of Position:
Under the direction of the Northern Mammal Ecology Program (NMEP) CNFER Scientist, to plan, conduct and coordinate field and laboratory components of a research program investigating the impacts of forest management and other activities on large mammals and other wildlife in the Boreal Forest. To provide specialized scientific and analytical support to the NMEP research program to deliver on objectives and goals in a timely, safe and efficient manner. To analyze data, write scientific reports and communicate results and achievements to a variety of project partners and clients. To provide group leadership and report on the activities of the research team in the study area.

Duties/Responsibilities:
1. Planning, coordinating, conducting and reporting on multiple province-wide research projects that address effectiveness of forest guides and effects of forest management practices and other human activities on wildlife in the boreal forest, including development of project teams, determining objectives and approaches, conducting aerial and ground surveys for populations and habitat, wildlife telemetry and remote sensing, capture and handling of wildlife, collection of field samples and meeting project deliverables with minimum supervision.

2. Providing group leadership to the Northern Mammal Ecology Program staff in field, office and laboratory settings by communicating priorities, assigning duties and establishing work schedules (writing field sampling procedures, field data collection protocols, resource needs such as staff, equipment, study site selection and sampling locations), monitoring progress and providing ongoing feedback, providing safety and technical training, ensuring that lab and field activities and facilities comply with Occupational Health and Safety Act and Regulations (writing Safe Operating Procedures where required).

3. Ensuring high quality of research data during sampling, collection and coding of data by reviewing completeness, accuracy, validity, and safe, secure storage of all data records; using statistical methods to analyze and interpret study results; preparing data summaries; writing and contributing to reports and manuscripts for publication; developing applications and supporting tools and products; using statistical and analytical software, GIS, mobile data collection devices and designing and managing integrated databases.

4. Performing statistical (univariate and multivariate) and spatial analyses on land use, forest management, forest inventory, moose, caribou and other wildlife population and habitat data by interpreting and reporting on advanced statistical analyses contributing to the interpretation of outcomes, recommendations and development of management action.

5. Providing wildlife expertise to MNR staff, liaising with clients and research partners, leading or participating on provincial committees and task teams including planning and executing scientific and technical literature reviews on specific aspects of wildlife management and forest ecology.

6. Supporting knowledge transfer and extension of information from scientific studies to internal/external clients and research partners by organizing and research partners by organizing and participating in partnership meetings, workshops, scientific conferences and field tours; preparing and delivering scientific presentations; preparing information websites and supporting the development and review of forest management standards and guides.

7. Providing support to other program areas in the form of comments and advice on analytical procedures and scientific interpretation by recommending and initiating proposals for field studies based on identified need; designing field based projects based on identified needs of the CNFER science leads and managers.

8. Managers have the right to assign other duties as required.

The incumbent shall work in compliance with the Occupational Health and Safety Act and its regulations and any workplace practices as directed by the employer. The incumbent shall ensure that workers take precautions to protect the health and safety of themselves and others by complying with such acts, codes, policy, procedures or accepted workplace practices as may be appropriate. The incumbent shall advise workers of actual and potential dangers in the workplace and take the required precautions.

Knowledge:
Knowledge of one or more areas of natural science is required to understand the context of anthropogenic disturbance, forest ecology and advanced principles of wildlife biology and management in order to negotiate, write, or review research proposals and contracts, internal and external reports, field sampling protocols, and peer-review manuscripts.

Knowledge of habitat sampling procedures; large mammal capture, immobilization and handling procedures; radio and satellite telemetry and analysis of wildlife tracking data.

Knowledge of policies, procedures and legal instruments (e.g., Crown Forest Sustainability Act, Forest EA, Endangered Species Act) governing forest management in Ontario, including forest management planning and practices, and the effects and effectiveness of forest management guides on wildlife populations and habitat, in order to participate in the interpretation of research data for the development and review of standards, guidelines and best management practices.

Knowledge of standard experimental and sampling designs, GIS and database management and applicable software, multivariate statistics, word processing, graphics software and information technology to acquire data and analyse it, prepare and present reports, and transfer results.

Job requires knowledge of organizational and time management skills and practices to meet project deadlines. Job requires knowledge of project management principles and consensus building approaches to meet project deadlines and manage competing demands for time.

Job requires knowledge of the Occupational Health and Safety Act and regulations that apply to the work, and knowledge of any potential or actual danger to health or safety in the workplace to ensure compliance when performing supervisory responsibilities.

Staffing and Licensing Requirements:
Valid Ontario driver`s license.
Must possess or have the ability to obtain a small watercraft certificate for vessel operation

Skills:
Planning, organizing, and implementing field projects of a complex nature in order to develop project teams, contribute to determining objectives, approaches and meet project deliverables with minimum supervision.

Ability to work independently or within a team as group leadership or support as required with project team members, research partners and co-ordinate activities to achieve a common goal.

Initiative, judgment, tact, negotiation and consensus-building skills to deliver results.

Ability to develop science-based technology and transfer results with a high degree of creativity, initiative, diligence, and judgment.

Oral and written communication skills to communicate with scientific and technical audiences or the public and write concise technical documents such as reports, guidance documents, and publish in scientific peer-reviewed journals.

Job requires problem solving skills to determine the nature and extent of derivations from existing products to those that are most appropriate to meet the program needs.

Job requires interpersonal skills and the ability to think independently as well as function within a team environment as necessary.

Job requires leadership skills in order to provide effective technical and professional advice and guidance to staff and internal/external clients.

Job requires knowledge of organizational and time management skills and practices to meet project deadlines. Job requires knowledge of project management principles and consensus building approaches to meet project deadlines and manage competing demands for time

Technical skills to undertake field operations including the ability to operate boats, ATVs, snowmobiles

etc., and conduct aerial surveys in fixed wing and rotary wing aircraft.

Data management, data analysis, GIS and advanced statistics.

Ability to work long hours, in rough terrain, in inclement weather, in remote locations requiring extended periods away from home.

Freedom of Action:
Job requires working in accordance with Ministry and Government legislation, policies, and associated directives (e.g., Crown Forest Sustainability Act).

Work is performed under the direction of the designated supervisor(s) in accordance with predetermined methods and procedures. Project issues to be referred to supervisor(s) for best method of resolution. Situations not covered by established methods and practical procedures are referred to supervisor(s), e.g., identifying, documenting and referring problems and anomalies.

The job has the freedom to determine scope of projects undertaken and to determine appropriate study design and implementation. Job requires consulting/liaising with supervisors, collaborators and clients to develop and refine project directions and plans.

The job requires communicating project implementation strategies and project progress to supervisors, collaborators and clients to ensure broader resource program goals and directions are met and links to other science and technology programs are made.

Job requires providing routine updates to supervisor(s) and other team members through regular meetings, discussions and periodic reviews to deal with project issues. Work is regularly checked and monitored for progress by supervisor(s) to ensure project objectives and timelines are met.

Results are formally reviewed in annual performance appraisal where target achievement is based on mutually agreed upon performance measures. Targets and performance are regularly reviewed with coordinator and program scientist and adjusted due to unforeseen priorities and workload changes but little direct supervision is received.