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| Job Title: | SENIOR BIOLOGIST & CONSERVATION PLANNER | Job Category: | Conservation Team |
| Job Description | | | |
| <p>The Nature Trust has an exceptional career opportunity for a seasoned field biologist/conservation planner with a passion for nature conservation. In this pivotal head scientist role, you will be a key influencer, responsible for shaping our conservation priorities and actions, and providing expertise and guidance across all facets of our conservation operations, from selecting which lands we protect to how we best steward species at risk. You will be part of a vibrant conservation team, working collaboratively to identify, secure and steward conservation lands across the province. You will be actively engaged with diverse conservation partners, acting as a trusted representative of the nature trust and leveraging your expertise to generate collaborative conservation across the region.</p> | | | |
| <i>A Day in the Life</i> | | | |
| <p>This is an exciting role for someone who enjoys a balance of independent exploration in the field as well as time in the office. You might spend the day exploring a remote seabird island to help decide if it will be the Nature Trust's next conservation win. Another day you'll strategize with government, land trust and Mi'kmaw partners on building landscape connectivity for Nova Scotia's protected areas, create maps and ecological content for a land conservation proposal, and develop policies to guide managing climate change impacts in the stewardship of our lands. It is a diverse role, with plenty of opportunity for learning, leadership, independence and collaboration. Working in our small, nimble non-profit, you will have space to propose and implement innovative ideas and to make a tangible and lasting impact for nature conservation.</p> | | | |
| <p>The successful candidate is truly an expert in Nova Scotia's wild spaces and species and their conservation, with impressive field identification and habitat classification skills. You are respected in your field and well versed in land conservation and planning. While you're a born naturalist, you're also tech-savvy and confident with GIS. You are a personable team-player, but hard-working and self-motivated too. You are curious, passionate, and ambitious, and most of all, truly inspired by the Nature Trust's land conservation mission.</p> | | | |
| <i>Key Responsibilities</i> | | | |
| Conservation Science Leadership | | | |
| <ul style="list-style-type: none"> • Provide expertise and guidance for the organization, ensuring decision-making, planning and operations are guided by rigorous conservation science • Represent the organization (providing leadership) in strategic land conservation and planning partnerships and collaborations, and scientific/technical committees • Nurture strong ties and mutually beneficial research partnerships with the academic/educational/ research communities and oversee research and restoration work on our lands • Recommend and implement science-based policies, best practices and systems • Build organizational expertise around emerging issues and opportunities • Oversee research and Nature Trust response to relevant external policies and initiatives | | | |

Land Securement, Conservation and Stewardship

- Support the land securement team in evaluating the ecological values of candidate conservation properties and in moving through the land securement process (including field-based site assessments, research, reports, recommendations and active participation in decision-making)
- Provide expertise to support the long-term stewardship of Nature Trust protected areas

Conservation Planning

- Lead conservation planning and prioritization work (including GIS-based landscape level modelling, data analysis, and prioritization for specific species, habitats or focal areas)
- Create and maintain the Nature Trust's strategic Conservation Plan
- Seek, review, and incorporate local and traditional knowledge into conservation planning

Project Management, Technical and Other Support

- Manage all GIS files/data, data sharing and collaboration
- Provide high quality mapping as required by staff and conservation partners
- Oversee scientific advisors, field contractors, consultants as needed
- Develop and implement special projects and initiatives to fill information gaps or to solve challenges
- Support fundraising, communications, public relations and public engagement efforts as an expert/scientist

Qualifications and Education Requirements:

- University degree (preferably Masters Level) in relevant field of study (biology, conservation, ecology, biodiversity, environmental science, natural science, environmental science, resource management, protected areas planning/management) or equivalent. Preferably post graduate or professional training.
- A minimum of 6 years, preferably 10+ years of relevant professional or volunteer experience

Job specific knowledge and abilities:

- Exceptional, Nova Scotia-specific ecological assessment skills and knowledge— landscape ecology, field flora and fauna identification, ecological classification
- Strong field and backcountry navigation skills (map-reading, GPS use, air photo interpretation)
- Extensive knowledge of land conservation priorities at landscape, habitat and species scale
- Skilled in applying ecological and spatial data and conservation biology to conservation planning, prioritization, decision-making
- Knowledge of protected areas and biodiversity conservation initiatives (national/provincial/regional), relevant legislation, policies, programs, issues, trends, and opportunities
- Knowledge of threats, risks to biodiversity and ecological integrity of our conservation lands and appropriate prevention, management, and mitigation options
- Strong IT skills and comfort with technology (e.g., databases, spreadsheets, field tablets, GPS)
- High level of competence in using GIS (ArcGIS or equivalent); able to analyze and organize spatial data; produce professional quality maps
- Expertise in GIS modelling and analysis (preferably in conservation planning context) or strong

GIS skills and aptitude/desire to develop advanced skills

- Excellent research, report and proposal writing skills
- Strong interpersonal and social skills
- Paddling (canoe/kayak) experience/skills or strong aptitude/willing to learn

Other Preferred Skills and Experience

- Project management experience
- Experience in the non-profit sector and/or private land conservation
- Proven track record building positive relationships/working collaboratively with diverse conservation partners and stakeholders
- Training/expertise in science communications; competence in public speaking and education with diverse audiences
- Training in the identification and management of invasive species and/or habitat restoration
- Experience working with Indigenous partners, integrating Indigenous knowledge and perspectives
- Registered Professional Biologist designation

Other requirements:

- Valid Driver's License
- First aid training

Relationships/Contacts

Reports to: Director of Conservation

Internal/External Contacts:

- Conservation specialists from organizations including government, other not for profit conservation groups, researchers, universities, leaders in conservation from a variety of external groups, partner organizations
- Internally: Stewardship team, Landowner Outreach and Land Securement Coordinators, PR team

Working Conditions

This position includes a combination of office and field work, with episodic periods of travel throughout the province. One of role's best perks is exploring many of Nova Scotia's most ecologically important wild areas. Some sites are remote wilderness, requiring solo travel and navigation in rugged, difficult terrain, and access by canoe/kayak. But you will visit places in Nova Scotia that most others will never have an opportunity to see.

Another benefit is working with a passionate, highly dedicated and professional team! The Nature Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We are committed to providing a positive, collaborative working environment, and support a healthy work-life balance, a hybrid work model and flexible work hours (you set your own work schedule/field season etc.). We offer a competitive salary, health benefits, an Employee Assistance Program, RRSP matching and generous vacation/leave as well as team days out in the field. Most importantly, in this role, you WILL be making a tangible impact for nature in Nova Scotia, and you'll be doing with a passionate team of colleagues!

Core COMPETENCIES:

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| <i>Supporter Focus</i> | Delivers stakeholder-centric approach by anticipating and balancing the needs of multiple stakeholders |
| <i>Knowledge and Innovation</i> | Being knowledgeable and current in their area of expertise and about the focus of the organization. Able to learn and apply knowledge to their work to improve outcomes and decision making. Gain new knowledge to cultivate innovation creating new and better ways for the organization to be successful. |
| <i>Action Oriented</i> | Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm. Holds themselves accountable to accomplish results. |
| <i>Collaborates</i> | Building partnership and working collaboratively with others to meet shared objectives. Uses their internal and external relationships to build effective networks. |
| <i>Communicates Effectively</i> | Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences. Uses compelling arguments to gain the support and commitment of others. Is an effective ambassador for the organization. |
| <i>Values Differences</i> | Recognizing the value that different perspectives and cultures bring to an organization. Treats all individuals with respect and exhibits an understanding of creating an inclusive work environment. |
| <i>Instills Trust</i> | Gaining the confidence and trust of others through honesty, integrity, and authenticity. Exhibits a high level of professionalism. |

APPLICATION PROCESS

Please include a current resume and a cover letter clearly articulating your relevant knowledge and experience, and why you are interested in the position. We want to learn about you!

Send your application materials to **employment@nsnt.ca** (please send resume and cover letter as one document).

Recruitment for this position will continue until the role is filled, and we hope that will be as soon as possible. Due to the anticipated volume of applications, we will only be contacting shortlisted candidates. We greatly appreciate your interest in the work of the Nature Trust!