**Internship Position Description**

**Position Title:**  Field Biologist/Herpetologist Internship

**Reports to:**  Heather Fotherby, Terrestrial and Wetland Biologist

**Company & Location:**  Natural Resource Solutions Inc. with a main office located in Waterloo, Ontario.

It should be noted that under the current COVID-19 provincial restrictions the NRSI physical office space is closed and all employees, including interns, are required to work from home.

**Position Type:**  Paid internship; $16 - $18 per hour (commensurate on training and experience)

**Start Date (Tentative):**  Monday, May 3, 2021, with some flexibility, but no later than Thursday, May 13, 2021.

**Hours & Dates:**  Minimum of 24 hrs per week for 17 weeks, hours negotiable.

**Additional Position Notes:**  Travel will be required to Norfolk and Wellington County and Waterloo Region. Students will need to have access to a vehicle on occasion and must have a valid drivers licence.

**Perks:**  Opportunity to contribute to the recovery and protection of rare, magnificent snake species in a beautiful area of Ontario known for its high ecological diversity of wildlife, plants and natural habitats. This position will also offer the opportunity to contribute to the development of effective herpetofauna road mortality mitigation measures.

**About Natural Resource Solutions Inc.**

NRSI is an environmental consulting firm founded in 1998 and comprised of over 45 biologists specializing in aquatic, terrestrial, and wetland biology as well as G.I.S. analysts. With offices in Ontario, Alberta and Saskatchewan, NRSI provides professional environmental services to a range of clients throughout Canada, including federal and provincial governments, municipalities, developers, and landowners. These services have encompassed a variety of projects including subwatershed studies, Environmental Impact Studies, Class Environmental Assessments, transportation and linear infrastructure studies, construction inspection, peer reviews, stormwater management master plans, Species at Risk (SAR) surveys, tree inventories, habitat restoration plans and implementation, and permitting.

NRSI’s staff is highly trained and includes certifications in Ecological Land Classification (ELC), Ontario Wetland Evaluation System (OWES), environmental construction inspection, natural feature restoration, Ontario Benthic Biomonitoring Network (OBBN), and Ontario Stream Assessment Protocol (OSAP). NRSI also has Certified Arborists, Butternut Health Assessors (BHA), staff that are Tree Risk Assessment Qualified (TRAQ), as well as a Certified Inspector of Sediment and Erosion Control in Canada (CAN-CISEC). Certain NRSI staff are trained in the OSAP headwater drainage feature modules and undertake headwater drainage feature
assessments regularly in various locals. Biologists at NRSI have particular expertise in the identification and management of significant and sensitive biological communities including inventory, research, management, and impact analyses of natural features. In addition, NRSI biologists have extensive experience with the identification and management of SAR, and the management of construction timing windows for migratory birds, bats, and fish. As a team of skilled and experienced biologists, our mission is to provide high quality and cost effective natural environmental consulting services to our clients across Canada.

As a Field Biologist/Herpetologist with Natural Resource Solutions Inc., you will be responsible for...

- Assisting with field surveys for a project that seeks to evaluate the effectiveness of recommended snake Species at Risk habitat management techniques, including, but not limited to:
  - Conducting visual encounter and artificial cover object surveys for Species at Risk snakes;
  - Assisting with the capture, handling and processing of Species at Risk snakes;
  - Conducting radio telemetry surveys of Species at Risk snakes to assess movement patterns in response to grassland restoration activities (i.e., prescribed burns);
  - Characterizing habitats confirmed as being used by Species at Risk snakes;
  - Monitoring of installed artificial snake habitat features (e.g., nesting structures, thermoregulation features, etc.) for use by Species at Risk snakes; and
  - Assisting with office-based tasks including compiling and summarizing field survey data.

- Assisting with reptile and amphibian road mortality surveys to assess the effectiveness of installed mitigation measures. These surveys will involve:
  - Day-time and evening walking transects to document wildlife mortalities/injuries as a result of wildlife-vehicle collisions

- There may be other opportunities throughout the internship to assist with other projects and survey types pending interest of the applicant.

Required Skills & Qualifications

- A desire and demonstrated ability to work independently and as part of a team.
- Demonstrated experience in data entry and analysis.
- Familiarity with Microsoft Office, including Word and Excel.
- Demonstrated accuracy and attention to detail in all aspects of work.
- Willingness to work potentially long hours under variable field conditions as well as work on weekends and/or statutory holidays.
- Physical fitness, as field work for this position will be highly physical.
- Driver’s licence is required.
- Access to a personal vehicle to travel to survey sites throughout southern Ontario, including to sites in Norfolk County, Waterloo Region and Wellington County.
- Up to date Standard First Aid and CPR-C certification or willingness to obtain certification prior to the start of the internship
- Ability to work remotely from home.
Qualities such as a good work ethic, dependability, and a positive attitude are essential for this position.

**Bonus Skills**

- Experience in completing reptile and amphibian surveys (e.g., visual encounter surveys, artificial cover object surveys, radiotelemetry surveys, aquatic funnel trap surveys, anuran call surveys, amphibian egg mass surveys, pit-fall trap surveys, etc.).
- Experience in completing vegetation surveys (e.g., vascular flora inventories, vegetation community delineation and mapping, etc.).
- Experience in executing field monitoring programs.

**Learning Opportunities**

This position will offer the successful applicant the following learning opportunities:

- Experience with herpetofauna survey methods including, visual encounter, artificial cover object, radio telemetry, and road mortality surveys.
- Experience with handling reptiles including, collecting morphometric measurements and procedures involved with mark-recapture studies (e.g., PIT tagging).
- Ability to improve reptile and vascular flora field identification skills
- Pending interest, ability to work with other taxa and gain experience with other survey methods.

This position will also offer the successful applicant an opportunity to contribute to valuable research and recovery efforts for Species at Risk in Ontario. You will be working with experienced biologists with expertise in the field of herpetology and have the opportunity to network with organizations we are collaborating with including, Ontario Nature, Nature Conservancy of Canada, Canadian Wildlife Service, and Long Point Basin Land Trust.

As an extra bonus, the successful applicant will conduct field work in a beautiful area of Ontario known for its high ecological diversity of wildlife, plants and natural habitats.

**Application Instructions**

If interested, please send your resume and a short cover letter explaining why you want to work with us and any relevant experience you have for the position to:

- [info@nrsi.on.ca](mailto:info@nrsi.on.ca). Please ensure to include “Field Biologist/Herpetologist Internship, Attn: Heather Fotherby” in your email subject line.

We’d like to sincerely thank all applicants for your expressed interest in working with us; however, only those selected for an interview will be contacted.

*Applications will be accepted on a rolling basis until the position has been filled, so we encourage you to send in your application as soon as possible.*