

Taking care of our environment has never been more important than it is today. The Nature Conservancy of Canada (NCC) is looking for a Conservation Intern to join a team committed to protecting our most important natural areas and the plants and animals they sustain.

NCC is the nation's leading not-for-profit, private land conservation organization, working to protect our most important natural areas and the species they sustain. Since 1962 NCC and its supporters have protected 15 million hectares (more than 35 million acres) of ecologically significant land across Canada. NCC takes a collaborative, science-based approach to achieve conservation success for the sake of nature and Canadians. With a national office in Toronto and seven regional offices across the country, NCC delivers results you can walk on.

Purpose and General Description:

Are you passionate about conserving some of Manitoba's most important natural spaces? Do you want to have a positive, lasting impact on nature? Are you looking for a well-rounded position to kick-start your conservation career with hands-on experience? We want to hear from you!

NCC is looking for a passionate person to join the Manitoba's team as a Conservation Intern, playing an integral role in delivering core annual conservation activities in one or more of NCC Manitoba's Natural Areas Tall Grass Prairie, Riding Mountain, Whitemouth River Watershed, Oak Lake Sandhills and Wetlands, West Souris Mixed-Grass Prairie, Souris River Valley Grassland, Lower Qu'Appelle – Assiniboine – Quill Lakes, Interlake, Lake of the Woods, and Assiniboine Delta. Conservation interns will be assigned a wide array of conservation experiences while liaising with NCC staff, volunteers, landowners, and partner organizations.

There are two streams to which candidates will be matched based on experience, skill, knowledge, and expressed interest:

1. Planning & Monitoring - workplans will be focused on biological surveys, property monitoring, data and literature review and synthesis, and reporting.
2. Stewardship - workplans focused on *Property Management Plan Implementation*, restoration, and *Prescribed Fire Activities as part of the Prescribed Fire Crew*.

All Interns should expect to support *Outreach and Communications* duties and have workplans adjusted to their abilities, career development goals, and NCC priorities.

Duties and Responsibilities:

(positions may include all or a subset of the following):

Property Management Plan Implementation

- Complete land management tasks such as, but not limited to, removing invasive species, installing signage, site cleanup and refuse removal, interpretive site and trail maintenance, fence line maintenance, property inspections, vehicle/equipment maintenance, and other similar stewardship activities;
- Supporting contractors that work on fence line construction, building demolition, earthworks, etc. on NCC lands;
- Assist with administration and monitoring agricultural use agreements with local producers;
- Implement ecosystem restoration as guided by NCCs Property Management Plans and Multi-Species At Risk Plans, including grassland and riparian area restoration, woody encroachment control, invasive species management, and hydrological restoration. Assist with habitat restoration (i.e.: planting, watering, maintenance of tree planting sites, seed collection, site prep, weed management);
- Livestock and grassland management activities including installation and maintenance of fencing and other grazing infrastructure;

Prescribed Fire Activities as part of the Prescribed Fire Crew

- Perform burn unit and fire guard preparations, including brush mowing, chainsaw work, raking, handline construction, etc. Operate fire equipment during prescribed burns including ignition devices, 4WD trucks, ATV's, UTV's, portable pumps, pump engines, port-a-

tanks, tractors, backpack blowers, brush cutters, chainsaws, hand tools, computer tablets, GPS units (members will receive prescribed fire training to Firefighter Type II)

- Maintain fire program equipment and tools; Complete fire effects documentation, and mapping.

Adaptive Management, Monitoring & Reporting

- Conduct surveys and assessments of the status of ecosystems and species on NCC sites and the effectiveness of conservation actions;
- Undertake fieldwork including biological data collection and threats monitoring on NCC properties (inventories of plants, animals, communities, physical features and anthropogenic influences), in all ecosystems (grassland, forest, wetland, etc.);
- Assists with annual Conservation Agreement Monitoring Program;
- Conducts site inspections on NCC's properties, complete site inspection reports and submit relevant GIS data;
- Contributes to the development and updates of Property Management Plans and participate as a team member on relevant stewardship action teams;
- Prepare various map products as required for stewardship planning and reporting;
- Prepare reports for fieldwork and land management recommendations, perform data entry in NCC's Land Resource Manager Information System and GIS databases;
- Conduct peer-reviewed literature searches and summaries

Outreach and Communications

- Photograph features as part of standardized documentation processes or for use in media; Create/write at least one article, video describing conservation topics or experiences incurred during this position for use on NCC media platforms; Assist with the coordination and delivery of public events, and Conservation Volunteer events as needed;

Other

- Monthly time and billing, personal expenses claims; Other duties as assigned as assigned by Ecological Restoration Program Coordinator, Natural Area Managers, Manager of Stewardship Programs, Conservation Science Manager, or Director of Conservation;

Required Skills and Attributes:

This posting is targeted to individuals possessing the following skills and traits:

Enthusiastic about conserving nature;

- Adaptable/ flexible with day-to-day plans;
- Comfortable hiking/working in remote wilderness locations without trails (dense forest with black flies / ticks etc.) for extended periods in various weather;
- Enjoys working as part of a team, and has a sense of humour, compassionate, good-natured, positive attitude;
- Clear, professional and thoughtful communicator to landowners, public, colleagues;
- Reliable, punctual, and responsible;
- Willingness to learn and follow protocols;
- Self-motivated to work independently;
- Excellent organizational skills; Demonstrated experience with common computer software (Microsoft Office Suite);
- Physical work will be required (e.g., strenuous hiking, carrying a heavy backpack, etc.);
- Valid driver's license, ability to rent a vehicle and comfort driving on highways and rough roads.

The following additional skills and abilities would be assets in this position:

- Education – current post-secondary students and post-secondary graduates preferred; however, individuals having most job skill and experience requirements will be considered;
- Demonstrated flora and fauna identification skills for Manitoba, the ability to key out unknown species, knowledge of invasive plant species;
- Navigational skills including understanding of GPS devices or applications, compass, and aerial image interpretation;

- Working knowledge of Geographic Information Systems, data management and the use of ArcMap/Pro to create maps for fieldwork and reporting;
- Manitoba Pesticide Applicator Certification or willingness to complete training to be licensed by NCC;
- Working knowledge of Manitoba landscapes, communities, agricultural and conservation issues;
- Experience engaging with members of the public or volunteers;
- Standard First Aid - Level C CPR or Remote First Aid certification.

Desired for Prescribed Fire Activities:

- Basic Type II Wildland firefighter training (S-100, S-190, L-180 or equivalent) and Introduction to the Incident Command System (ICS-100) or willingness to be trained;
- Applicant must also complete NCC Manitoba's current prescribed fire fitness standard – 2-mile (3.2km) hike inside 30 minutes while carrying 25 lbs backpack is required to participate in Prescribed Fire Crew activities;
- Familiarity with the safe operation and maintenance of prescribed burn equipment, off-road vehicles and hauling trailers, land stewardship tools;
- Chainsaw Safety Training, or willingness to complete training;

Terms of Employment:

- Subject to funding, this is a 12-30 week position
- Compensation: \$18.00/hour;
- Ability to travel throughout southern Manitoba. Extended overnight stays will be required. Occasional evening, weekend, and holiday work may be required. Travel expenses will be reimbursed.

Accommodations may be made for home office or hybrid work arrangements on non-field work days.

Please note: We are looking for a pool of qualified candidates to fill multiple positions to carry out a range of duties as outlined below. Candidates and positions/duties will be matched based on experience, skill, knowledge, and expressed interest. The number of positions that will be filled is funding-dependent.

How To Apply:

NCC is an equal opportunity employer. If you are interested in joining our team, please submit your application through our [Internship Program](#) page in our Career Centre.

Application Deadline:

March 3, 2024, 11:59pm EST, 9:59pm Mountain Time, 8:59pm Pacific Time, 10:59pm CST, 00:59 am +1 AST

NCC hires based on merit and is strongly committed to equity and diversity within its community. We strive for bold conservation achievements in which equity, diversity and inclusion (EDI) are the norm. We welcome applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to productively engage with diverse communities. NCC implements an employment equity program and encourages members of designated groups to self-identify

Accommodations are available on request for candidates taking part in all aspects of the selection process. For a confidential inquiry, contact us by email at hr@natureconservancy.ca to make any required arrangements. If you have questions regarding accessible employment at NCC, please email us at hr@natureconservancy.ca