



JOB POSTING

A Rocha Canada Houston - Buck Creek Canfor Hatchery & Nature Centre Position Title: Conservation Field Technician (8-16 weeks)

Note: Anticipated 1 Co-op position for a student currently enrolled in post-secondary education **pending funding approval** by EcoCanada and other funding sources.

POSITION DETAILS

Location:	Buck Creek Canfor Hatchery & Nature Centre
Start Date:	September 2, 2025
End Date:	Pending candidate availability and funding
Hours/Days Worked:	Full time (35 hours/week, Monday to Friday)
Wage:	\$19.00-21.00 per hour, depending on experience
Closing Date:	Ongoing until the position has been filled

POSITION FUNCTION

A Rocha is an international Christian organization which, inspired by God's love, engages in scientific research, environmental education, community-based conservation projects and sustainable agriculture. We envision the transformation of people and places by showing God's love for all creation.

A Rocha Canada's project in Houston - the Buck Creek Canfor Hatchery and Nature Centre - raises up to 10,000 coho salmon fry yearly to be released into the Upper Bulkley River watershed, is involved in restoration and monitoring in the watershed and provides interpretive displays and environmental education programming to local schools, groups and visitors.

The Conservation Field Technician works in collaboration with the Conservation Science Coordinator and Northern BC Project Coordinator to carry out hatchery tasks, maintain the facility, and participate in conservation science objectives of restoration and monitoring in the Upper Bulkley River watershed.

WORKING RELATIONSHIPS

Reports directly to the Conservation Science Coordinator and Northern BC Project Manager and works closely with local volunteers, Department of Fisheries and Oceans (DFO) staff, Office of the Wet'suwet'en, Morice Watershed Monitoring Trust and other members of the Upper Bulkley Roundtable. The Technician will receive training and mentorship from existing Conservation staff, with additional support available from the Northern BC Manager, other local conservation practitioners and long-time volunteers.

DUTIES AND RESPONSIBILITIES

The Conservation Science Technician will gain a wide variety of experiences in conservation science in the Upper Bulkley Watershed, providing the candidate with necessary skills for a career in wildlife & fisheries biology and research. In collaboration with the Conservation Science Coordinator the Conservation Field Technician will take part in achieving conservation science objectives and performing hatchery operation tasks, detailed below.

Hatchery Responsibilities

- Always ensure the health of the fish as highest priority by following protocols as outlined in DFO Best Management Practices.
- In September and October, participate in coho salmon broodstock capture for the hatchery including:
 - Stream walk river surveys, angling, seining and fish transport to holding tanks.
 - Ensure the health of captured broodstock through daily checks of site security and fish health.
 - Perform egg takes, egg fertilization and begin incubation of eggs at appropriate time.
 - Monitor water quality in the hatchery during incubation.
 - Perform egg shocking and picking at appropriate time.
- Keep up to date data records and hatchery notes as well as photographic records of activities.
- Provide orientation and training to volunteers with respect to fish activities as needed.
- Follow guidance, support and training from DFO staff.

Riparian Restoration

- In partnership with Office of Wet'suwet'en staff and local landowners, restore salmon habitat through tree planting and process-based restoration techniques
- Monitor completed restoration projects through site visits, drone flights and plant health assessments

Office Work

- Following completion of field work in late October, the role would primarily consist of office work involving report writing and data management including spreadsheet data entry and QGIS/Google Earth mapping.
- Additional research projects can be discussed and agreed upon based on the candidate's and A Rocha's goals.

In all aspects of conservation work the Technician will

- Follow best practices as provided by the Pacific Streamkeepers Federation and DFO
- Follow established safety procedures and use appropriate protective equipment
- Keep accurate data records, photo records, and prepare timely scientific reports.
- Seek and facilitate opportunities for the community to be involved in hands on conservation work

Job skills development

- Attend training for needed job skills including but not limited to:
 - Hatchery operations
 - Habitat restoration techniques
 - Time management and planning skills
- Meet with a mentor weekly to discuss and develop job related skills and check in to problem solve and get support
- Keep open communication with the Northern BC Manager on a weekly basis to problem solve in a timely manner and collaborate on projects

In all areas the Conservation Field Technician will:

- Model open communication and work collaboratively within A Rocha Canada as a whole for the good of the organization, in support of A Rocha Canada's mission, core values and strategic plan

- Demonstrate embodiment of A Rocha Canada's Vision, Commitments and Core Values

WORKING CONDITIONS

Work takes place inside the Buck Creek Canfor Hatchery and Nature Centre as well as outdoors in the Upper Bulkley River watershed. All field work will be performed with at least one other team member. The Conservation Field Technician is required to work in all weather conditions and will be required to work in and around water. Work in extreme weather conditions may be required. The Upper Bulkley Watershed is primarily rural, with limited access points to the river and creeks. Bushwacking, climbing steep/muddy banks, navigating riprap, and wading through deep water will be required for portions of stream walks. Personal flotation devices and chest waders will be provided for stream walks. Shared indoor office space is provided, though the Conservation Field Technician will be required to communicate with other staff and volunteers to avoid space conflicts.

QUALIFICATIONS AND SKILLS

Experience:

- Experience with conservation science an asset.
- Experience with riparian restoration, streamkeepers and wetlandkeepers monitoring an asset.
- Experience working within the not-for-profit sector an asset.
- First Aid and CPR certifications an asset.
- Experience with computers an asset.
- Demonstrated embodiment of A Rocha Canada's Vision, Commitments and Core Values an asset.
- Demonstrated leadership experience; able to comfortably make decisions and execute tasks in a diverse and dynamic working environment.

Skills:

- Introductory knowledge and interest in ecology and local natural history.
- Introductory technical skills and/or interest in the areas of habitat restoration techniques, water quality monitoring, and biodiversity monitoring.
- Intermediate Microsoft Office and/or Google suite experience.
- Demonstrated communication (verbal/written), facilitation, and interpersonal skills; able to work both independently and within a team environment; able to resolve interpersonal conflicts professionally.
- Strong organizational and time management skills; able to identify and prioritize tasks with minimal supervision, work independently, and take initiative.
- Must be physically fit, able to walk on uneven ground and through thick brush.
- Familiarity with A Rocha Canada's Vision, Commitments and Core Values.

Additional Eligibility Requirements:

Applicant must:

- be a Canadian citizen, Canadian permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment;
- have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations; and,
- obtain a Criminal Record Background and Vulnerable Sector check.

HOW TO APPLY

- Email, as a single PDF document, a cover letter and resume clearly detailing your experience and qualifications for this position to **Cindy Verbeek** at **cindy.verbeek@arocha.ca**
- Ensure your email subject line clearly refers to the **Houston Conservation Field Technician (Sept-Dec 16 wk)** position.
- Ensure your name and the position title are included in the PDF file name.
- The application intake period is ongoing until the position has been filled.
- Only applicants selected for interviews will be contacted. Please no phone calls or emails.
- The position is contingent on Project Learning Tree/EcoCanada funding approvals.