Job Posting

Conservation Science Coordinator

Are you: Skilled, trained, experienced, and passionate about conservation science and its importance as we advocate for nature?

Experienced and gifted at communicating with people from diverse backgrounds and perspectives?

Organizationally strong, a team player, and a self-motivated person?

A person with a mature Christian faith, able to inspire, mentor, and train young people in the work of environmental stewardship rooted in Christian ethics?

If so, we are looking for someone like you!

Position Summary

The **Conservation Science Coordinator** manages the conservation science team at the BC Environmental Centre and partners with our other programs (Education, Agriculture, Hospitality, Residency, etc.) to build capacity and provide guidance and oversight for conservation science initiatives on studies based in the Tatalu (Little Campbell River) watershed. This is an opportunity to contribute across different program areas and play an important role in growing and supporting the conservation science program at A Rocha.

This role also supports the establishment of and deepens connections with strategic local partners with similar goals (i.e., First Nations, other NGOs, Universities, stewardship groups, government, funders) to strengthen our science initiatives and ultimately work towards the conservation of biological diversity and ecosystem function. The **Conservation Science Coordinator** participates in training, mentorship, and supervising our seasonal and ongoing staff, interns/residents, and volunteers. This position reports to the BC Program Operations Manager.

We define Conservation Science as the holistic process by which scientific research methods are used to understand and assess natural ecosystems and their components. This knowledge should inform management decisions and conservation actions to sustain, enhance, and safeguard biological diversity.

Location:	BC Environmental Centre, Surrey, BC
Start and End Date:	Summer or Fall 2027 (1-year contract with the possibility of extension)
Hours/Days Worked:	This is a minimum of 0.8 FTE position that entails working 32 hours per week, with the possibility of an extension to 40 hours per week (1 FTE),

	depending on funding. Workdays are Monday to Friday, in addition to participating in special events as required.
Wage:	$27 - $32 per hour (depending on experience)
Benefits:	15 days of paid vacation time. Extended health benefits after three months. Statutory holidays, sick time, and leaves of absence. Sabbath day once a month.
Opening Date:	Apply now. Selected candidates will be contacted after January 11, 2027, for calls and interviews.
Closing Date:	January 11, 2027

When it comes to compensation, research shows wide disparities in how candidates negotiate, which is partially responsible for wage gaps between groups of people. At A Rocha, we have a comprehensive compensation philosophy and salary grid for our entire team. We developed this approach because we wanted to remove the guesswork around compensation and put everyone on an equal footing. The posted salary range is in line with our grid and is not negotiable.

Organizational Profile

A Rocha Canada Mission & Vision

A Rocha is an international Christian organization that, inspired by God's love, engages in scientific research, environmental education, community-based conservation projects, and sustainable agriculture.

We envision a hope-filled world where communities flourish as people and nature thrive together.

A Rocha Canada's mission is to live out God's calling to care for creation and equip others to do likewise.

A Rocha Five Commitments

Christian – We follow Jesus Christ, who created the world and calls us to care for it.

Conservation – We protect and restore nature and are committed to local places and people over the long term.

Community – We invest in good relationships through our commitment to God, one another, and the wider creation.

Cultural Diversity – We celebrate the insights, perspectives, and solutions offered by our diverse cultures.

Job Posting

Conservation Science Coordinator

Collaboration – We seek to work with anyone who shares our vision.

Duties and Responsibilities

Core Responsibilities (85% of the time)

Planning & Management

- Develop, monitor, and evaluate conservation science initiatives based in the Tatalu watershed
- Oversee the conservation science team and its projects with planning, reporting, and evaluation
- Manage the Conservation Science Program annual budget (with support and resources from management staff)
- Assist the team to develop long-term strategic plans to achieve regional conservation science priorities
- Engage key relationships, envisioning and leading these relationships into the future (i.e., with local universities/colleges/government/NGOs, First Nations) to community-based science initiatives
- Partner with provincial and federal government representatives (i.e., Ministry of Environment, Environment Canada, Canadian Wildlife Service) to share information and to focus efforts on areas that will most likely affect changes in policy and/or land use/development practices

Fundraising & Visioning

- Writes grant proposals, contracts with partners, and secures funding to support all the scientific projects
- Engages, cultivates, and invites people to financially support the charitable vision, mission, and priorities of A Rocha, specifically the Conservation Science Program, by sharing stories, data, and opportunities for support

Discretionary Responsibilities (5% of the time)

- Link with the National and International Science Team, providing local updates and collaborating on science-related projects as needed

General (10% of the time)

- 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
- Participate in regular A Rocha community and/or centre events (includes occasional weekend

work)
- Attend weekly A Rocha staff meetings ('team huddle') and contribute towards centre community life as appropriate depending upon seasonal workflow
- Practice ARC's sabbath (minimum every month)
- Participate in community rhythms of the centre
- Perform other duties as assigned (as needed)

Qualifications / Requirements

Experience:

- Demonstrated embodiment of A Rocha Canada's Commitments and Core Values
- Undergraduate degree in an applicable area (science, environmental studies, etc.)
- Independent research experience, whether that be through an undergraduate capstone project or graduate studies
- Registered Professional Biologist in the province of BC or the ability to become registered (i.e., similar credentials and/or experience internationally)
- Graduate degree in a relevant field is an asset
- Minimum of 3 years in direct conservation science work
- Minimum of 2 years of management and organizational leadership experience - able to support the program through fiscal oversight: budgeting, income and expenses, fundraising through various means
- Demonstrated leadership experience; able to comfortably make decisions and execute tasks in a diverse and dynamic working environment
- Experience in managing people in a supervisory role
- Experience in grant writing, oversight, and reporting
- Experience in training others to perform scientific and restoration tasks
- Experience working with mixed-experience volunteers and groups to achieve goals
- Experience as a facilitator and negotiator; guiding partnerships, political engagement, and advocacy
- Valid Class 5 Driver's license (and Class 4 is an asset)
- Police information record with vulnerable sector search required

Skills:

- Strong communication skills and demonstrated teaching experience to youth and adult audiences - both the 'how-tos' of conservation science along with the 'whys' as it pertains to a Christian ethic of creation stewardship
- Local knowledge of West Coast British Columbia flora and fauna

- Strong interpersonal skills
- Able to lift up to 40 lbs
- Competent in Microsoft and Google Suite, especially Excel and Google Sheets
- Ability to work long hours in all weather conditions
- High degree of adaptability, resilience, and resourcefulness with a positive, solutions-oriented approach to adversity.

Work Environment

- A flexible workplace with a vibrant, collaborative culture
- Shared office space, with the possibility of working remotely for some admin time
- Occasional evening or weekend work may be required for meetings and events
- Occasional travel or attendance at in-person meetings and special events may be required

How to Apply

To apply for this position, please email Andrea Ramos Santos at **bc.hr@arocha.ca** with a cover letter, resume, and 3 references, with the title **Conservation Science Coordinator.**

Only candidates selected for the interview will be contacted after the closing date of January 11, 2027.

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required to employ