

Gorge Waterway Action Society:

Interpreter / Biologist



Hours: 35/week

Wage: \$22.00-\$25.00 per hour

Work Term: 16 weeks (with possibility of extension)

Start Date: October 2026

Working Hours: Some flexibility

Work Location: Hybrid - remote and in-person (1070 Tillicum Road, and various locations throughout Victoria, BC)

Requirements: As a Work2Grow funded position, applicants must meet the following criteria: i.) Be under the age of thirty; ii.) Be a Canadian citizen, permanent resident, or a protected person as defined by the Immigration and Refugee Protection Act; iii.) Be legally entitled to work in Canada; iv.) Be legally entitled to work according to the applicable provincial/territorial legislation and regulations; and v.) self-identify as Black, Indigenous, or a Person of Colour (BIPOC).

About Us

The Gorge Waterway Action Society (GWAS) is a registered charity dedicated to preserving and enhancing the Gorge Waterway in Victoria, BC. We are a small, passionate team committed to environmental education and ecological health in a place rich with biological and cultural significance. We are honoured to help steward these lands. We humbly acknowledge and respect the lək'wəŋən Peoples, the Songhees and x̱w̱sepsəm (Esquimalt) Nations, on whose traditional and unceded territories we work, and T'Sou-ke, W̱SÁNEĆ and other First Nations peoples whose historical relationships with the land and water continue to this day.

At our core is the Gorge Waterway Nature House in Esquimalt Gorge Park: a hub of place-based, hands-on, youth-focused environmental education. We aim to engage with and educate our community on local ecosystems, climate change, and the environmental issues that surround us. We also conduct restoration and biology work in Esquimalt Gorge Park and the surrounding area, taking on a variety of projects that support the ecological health of the Gorge Waterway.

To learn more about us, visit our website at www.gorge.ca or our social media at www.facebook.com/gorgewaterway and [@gorgewaterwaynaturehouse](https://www.instagram.com/gorgewaterwaynaturehouse) on Instagram.

Job Description

GWAS seeks a motivated individual to join our team as an Interpreter and Biologist. This position combines roles in both our Interpretive Program and Biology Program teams.

The Interpreter aims to:

- educate the community on the flora, fauna and ecosystems in and surrounding Esquimalt Gorge Park, including historical, cultural, and restoration-focused human activities in the area;
- promote understanding of the UN's Sustainable Development Goals, with a focus on goals 13 (Climate Action); 14 (Life Below Water); and 15 (Life On Land);
- manage the operation of the Nature House to ensure that it is open, interesting, and accessible to the public during hours of operation;
- support the Restoration Team with stewardship activities, including invasive species removal and native species planting;
- participate in and plan outreach events at the Nature House and with the community, special interest groups, and like-minded organizations;
- assist GWAS in better reaching and serving equity deserving groups with its programming;
- support the planning, coordination, and delivery of Greater Victoria NatureHood programs and outreach activities, working closely with partners participating in the Nature Canada sponsored collaborative, including assisting with partner engagement, communications, meeting coordination, collaborative projects, and planning events that strengthen connections among our partner organizations while expanding opportunities for residents to experience nature; and
- work with the Greater Victoria NatureHood Collaborative to increase accessibility to nature and foster inclusive outdoor experiences for equity-deserving communities.

The Interpreter will work with and report to the Programs Manager and Education & Outreach Coordinator to create and deliver youth-focused, hands-on educational programs that centre on the UN Sustainable Development Goals. The program will be delivered at the Nature House, in Esquimalt Gorge Park, and in the wider community.

The Interpreter will also be responsible for:

- enhancing visitor experience in the Nature House by delivering educational programs, designing creative displays, and managing gift shop sales;
- establishing a diverse rotation of interesting displays in the Nature House related to the UN Sustainable Development Goals;
- creating artistic, informative, and engaging interpretive content for the Nature House, our website, social media and newsletter; and
- managing our organization's online presence on our website and social media.

Additional responsibilities may include planning and/or presenting at community events, leading public outreach activities, working with the Charity Development & Administration Team on grant writing for project funding, and recruiting and onboarding new volunteers, supervising Interpretive interns and volunteers.

In addition to the responsibilities above, the Biologist aims to:

- coordinate field-based biology and restoration projects, including European Green Crab monitoring in partnership with DFO, water quality monitoring, the annual fall fish fence program with the Craigflower Creek Coalition in the fall, and planning for the smolt trap in the spring;
- coordinate field-based volunteers, with support from designated project leads;
- manage field-based human resources, including staff and volunteers, through seasonal scheduling, recruitment, onboarding, training, and retention initiatives;
- oversees scientific protocols, methodologies, and data collection standards for field-based projects;
- support the development of educational content related to field-based projects for the Nature House and online platforms, including the website, social media channels, and YouTube.;
- maintain administrative records of program activities, including participation statistics, volunteer hours, contact information, waivers, and other relevant documentation;
- assist with the supervision of the Biology Program and delegate projects to support staff as required, under the guidance of the Programs Manager and Executive team;
- assist with coordination of the Restoration Program;
- assist with stream habitat assessments on Craigflower Creek; and
- assist with coordination of the Craigflower Creek Coho Salmon and Cutthroat Trout Restoration Project.

The Biologist reports to the Programs Manager and supports the planning, coordination, and development of GWAS's Biology and Restoration Programs. The Biologist also plays a lead role in the implementation of select Biology and Restoration projects, including monitoring, data management, analysis, report writing, and the communication of project results. This position involves working collaboratively with staff, youth, volunteers, and partner organizations to advance the Society's mission. The Biologist is also responsible for leading program logistics, coordinating project activities, and supporting communications related to program delivery and outcomes.

This position offers some flexibility in the projects to be undertaken. We also encourage our staff to propose, design, and implement projects that interest them, are within our capacity and that will amplify GWAS' mission.

This position is hybrid, with work conducted both in person and from home. In-person work is conducted in Esquimalt Gorge Park, around the Gorge Waterway, and

throughout Greater Victoria (event dependent). Access to a personal vehicle is recommended to transport necessary equipment to and from field locations. If you have any concerns about working from home or in person, we will accommodate your needs as best we can.

About You

You are passionate about nature education and want to make a difference in your community. You may have an educational background in biology, environmental studies/sciences, environmental education, restoration, or related lived experiences. You are driven, able to work independently, eager to learn, and self-motivated. Your values align with GWAS, and you believe in our mission.

You may have some experience with:

- fish biology and monitoring, particularly salmonids, including coho salmon and coastal cutthroat trout;
- water quality monitoring and assessment;
- habitat assessments, particularly stream habitat assessments;
- fieldwork, biological sampling, and environmental monitoring;
- volunteer recruitment, training, coordination, and retention;
- data management, statistical analysis, and interpretation;
- environmental education and outreach, particularly with youth;
- creative communication, storytelling, and digital content creation;
- researching ecosystems and understanding their ecological and cultural significance;
- developing and delivering presentations to a variety of audiences;
- event planning and coordination;
- identification of common plant, bird, marine, and invertebrate species; and
- report writing, technical documentation, and science communication.

Skills in delivering youth educational programming, restoration, digital literacy and IT skills are considered an asset.

We encourage you to apply if you don't meet all of these experiences exactly but have aligned or adjacent skills and experiences.

Please note: this is a temporary work contract based on available funding. The contract is valid for 16 weeks from the date of hire, or longer based on additional wage funding. This is a grant-funded position with a potential of extension based on procurement of additional funding.

How to Apply

Please send us your **one-page cover letter and your resume in a single PDF file**. You may also send us a brief video introducing yourself instead of a cover letter. Please use the file name format **FirstnameLastname_JobTitle.pdf** and submit your application via email to hiring@gorge.ca using subject heading **“Application: Interpreter/Biologist”**. If you are applying for more than one position, please send both application packages in a single email.

The Gorge Waterway Action Society is committed to cultivating an organization that reflects the diverse community we serve. We know that a wide range of backgrounds, identities, and lived experiences strengthens our work and helps us better support the people and environment around us. We welcome and encourage all applicants, including applicants from [historically and systematically underrepresented groups](#), to share the lived experiences they bring and how these perspectives can enrich the role.

If you face barriers or require accommodations during any stage of the hiring process, we are here to support you. Please contact hiring@gorge.ca at any time.

Application deadline: Rolling. Apply ASAP - the position will be filled as soon as an eligible candidate is found. Due to the number of applicants, only those to be interviewed will be contacted.

Thank you for your interest in working with us!

