

Gorge Waterway Action Society:

Biologist



Hours: 35–40/week

Wage: \$18.40 per hour

Work Term: 8–16 weeks (funding dependant)

Start Date: mid-May or early-July

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 ləkʷəŋən Peoples, the Songhees and xʷsepsəm (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 a Biologist. Our Biology Team aims to:

- collect, organize, analyze, and summarize data from monitoring and other biology projects under our purview;
- work with our partner organizations to establish and continue environmental monitoring projects in Esquimalt Gorge Park to inform our restoration work and broader environmental goals;
- collaborate with the Interpreter Programs to use this data to create engaging educational materials that showcase our projects in the Nature House; and
- 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.

Our Biologists are responsible for gathering data on the abundance and richness of plant, bird, invertebrate, and marine taxa as well as on abiotic factors such as soil and sediment health; maintaining digital inventories, organizing and analyzing data to develop summary reports; educating the public at the Gorge Waterway Nature House; and mentoring the staff in the Indigenous Youth Program regarding scientific monitoring and identification techniques. Additional responsibilities may include consulting with the Charity Development & Administration Team on grant writing and collaborating with the Nature Interpreter, Indigenous Outreach, and Climate Teams on creating and presenting educational materials.

This year, the Biology Team will focus on furthering monitoring efforts in the Pollinator Meadow, saltmarsh, and Sherwood Forest, to continue our current monitoring projects and establish baseline data for future restoration areas. They will also dedicate significant time to monitoring and removing invasive European Green Crabs in the Gorge as part of coordinated local management efforts with DFO, as well as other fauna monitoring projects. This position offers some flexibility in the projects our staff pursue, and we also encourage our staff to propose, design, and implement projects that interest them, within GWAS' capacity.

This position is hybrid, with work conducted both in person and from home. In-person fieldwork is conducted in Esquimalt Gorge Park and around the Gorge Waterway. If you have any concerns about working from home or in person, we still encourage you to apply, and we will accommodate your needs as best we can.

About You

You are passionate about biology and the environment and want to make a difference in your community. You may have an educational background in biology, ecological restoration, environmental studies/sciences, conservation, permaculture, 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 likely have some experience with:

- fieldwork, sampling, or other types of biological monitoring;
- statistical analysis and data management;
- identification of common plant, bird, marine or invertebrate species; and
- report writing and science communication.

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

As a Canada Summer Jobs (CSJ) position, you must also be between 15 and 30 years of age at the start of employment; a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the *Immigration and Refugee Protection Act* for the duration of the employment; and have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada per relevant provincial or territorial legislation and regulations.

How to Apply

Please send us your **one-page cover letter and 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 **Firstname Lastname_Job Title.pdf** and submit your application via email to hire@gorge.ca using subject heading **"Application: Biologist"**. If you are applying for more than one seasonal position, please send all applications 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.

Please note: funding for this position is anticipated but not yet confirmed. The length of contract and number of hours per week for our work terms is reliant on the Canada Summer Jobs Program funding. We have provided our best estimate given past years' experiences, but these things are subject to change.

Please apply by **February 28, 2025**. Applicants selected for interviews will be contacted by March 21, and interviews will be held between March 24 and April 11. Due to the number of applicants, only those to be interviewed will be contacted.

Thank you for your interest in working with us!

