

Tłchq Government Job Description

Job Title: Wildlife Biologist

Department: Department of Culture and Lands Protection

Reports To: Manager, Lands Protection and Renewable Resources

Location: Behchokq

Job Status: Full Time, Term 2 years with possible extension and change to permanent

Job Description Updated: May 20, 2025

Purpose

The purpose of the Wildlife Biologist position is to provide advice to Tłchq Government on matters relating to wildlife and wildlife habitat. The Wildlife Biologist will review, analyze and develop recommendations that will provide a basis for wildlife management and environmental management policies and decisions in the Mqwhì Gogha Dè Nıtlèè region on species of importance to the Tłchq. The position will also be responsible for developing and administering programs relating to wildlife and wildlife habitat and management within Mqwhì Gogha Dè Nıtlèè. The Wildlife Biologist also provides professional advice on impacts of development on wildlife and wildlife habitat in the Mqwhì Gogha Dè Nıtlèè region.

Scope

Located in Behchokq and reporting to the Manager, Lands Protection and Renewable Resources the Wildlife Biologist is responsible for:

- Developing, conducting, and interpreting research to ensure that **wildlife use and development activities** are ecologically sustainable and that additional information is gathered to fill gaps in knowledge for species important to the Tłchq.
- Using scientific, local and traditional knowledge, the incumbent works collaboratively with Tłchq government staff, Federal and GNWT departments, other environmental agencies, regulatory agencies, industry, wildlife co-management boards, universities, research centers, Tłchq Citizens, Elders, and communities, to understand and address the **impacts of development** on the wildlife and wildlife habitat in the Mqwhì Gogha Dè Nıtlèè region including preparation and implementation of Wildlife Management and Monitoring plans and programs. Making recommendations on wildlife and wildlife habitat, research and management actions and policies for **wildlife management** within and around the Mqwhì Gogha Dè Nıtlèè region to the Manager, Lands Protection and Renewable Resources, and when appropriate to the co-management boards, and wildlife management staff of other governments.

The Wildlife Biologist may be required to represent the interests of wildlife and wildlife habitat on behalf of Tłchq Government at meetings of various co-management boards, committees, working groups and research groups.

Duties and Responsibilities

Under the direction of the Manager, Lands Protection and Renewable Resources, the Wildlife Biologist:

- 1) Provides advice to ensure that wildlife use is ecologically sustainable, and that wildlife abundance and diversity is maintained by:
 - a) Identifying conservation problems and gaps in information and knowledge;
 - b) Making recommendations on resolving conservation problems and closing information and knowledge gaps;
 - c) Preparing proposals for research and management projects;
 - d) Providing advice on the initiation, expansion or termination of studies; reviewing local, regional and other agency requests and proposals;
 - e) Reviewing and studying scientific literature, and developing professional contacts to maintain proficiency;
 - f) Reviewing local and traditional knowledge and incorporating it into research planning and analysis; and,
 - g) Attending local, regional, territorial, national, and international conferences and meetings as required to present Departmental wildlife strategies and research results.
 - h) Keeping up to date with evolving technologies and wildlife management practices by attending relevant conferences, online courses and/or workshops
 - i) Providing technical advice to Tłchq Government in all areas of wildlife, species at risk, management, research and monitoring, including the promotion of the most effective and appropriate methodologies;
 - j) Assisting in the development of management plans and proposals consistent with the obligations in the Tłchq Agreement; and
- 2) Assesses effects of development in the Mqwhì Gogha Dè Nıttlèè region on wildlife and wildlife habitat and provides expert advice for adaptive management and future environmental assessments by:
 - a) Supporting the development and implementation of Wildlife Effects or similar monitoring programs, for development in the region, this includes leading and conducting field work required to assess the impacts of development on wildlife and wildlife habitat.
 - b) Collecting and analyzing data and reporting on results of programs;
 - c) Developing and implementing tools/programs to assess, monitor and mitigate the impacts of any development activities on wildlife and wildlife habitats,
 - d) Writing and publishing progress reports and peer-reviewed journal publications;
 - e) Ensuring research projects use the most effective techniques available.
- 3) Develops partnerships with other agencies, universities, industry, and others to conduct wildlife habitat research by:
 - a) Designing innovative techniques, sampling protocols and equipment to meet study needs;

- b) Designing and conducting surveys to define wildlife populations and determine their size, trend, and demographic parameters;
 - c) Designing and conducting professionally credible surveys to monitor distribution, survival and behaviour using humane techniques;
 - d) Undertaking ecological and habitat research and monitoring necessary to support environmental impact and cumulative effects assessments;
 - e) Seeking funding from 3rd party sources for wildlife and wildlife habitat research and reporting the required deliverables when obtaining this funding,
 - f) Writing and publishing progress reports and peer-reviewed journal publications; ensuring research projects use the most effective techniques available; and
 - g) Review and comment on applications that pertain to research permits on wildlife and wildlife habitat.
- 4) Provides ecological advice to the Tłıchǫ Government, outside agencies, and Tłıchǫ Citizens on conservation, environmental impact and management concerns by:
- a) Reporting and briefing Tłıchǫ Government Chief Executive Council and Assembly on conservation, environmental impact and management concerns
 - b) Participating in recovery teams for endangered species conservation;
 - c) Participating in ecological value assessments of proposed protected areas;
 - d) Evaluating and interpreting the results of studies by other agencies and determining the applicability of information, techniques, and practices of such;
 - e) Participating in environmental impact screenings and reviews;
 - f) Participating in public hearing processes relevant to the mandate of the Tłıchǫ Government;
 - g) Assisting in the development of a list of scientific research priorities consistent with the needs of the Tłıchǫ Government;
 - h) Meeting with boards and agencies on technical issues and briefings;
 - i) Meeting or corresponding with representatives of industry, government agencies, academics, consulting firms and with private individuals to discuss problems and proposed studies; and
 - j) Meeting frequently with community members and elders to discuss issues of mutual concern.
 - k) Review and comment on land use applications and environmental assessments that pertain to activities impacting wildlife and wildlife habitat within the Mǫwhì Gogha Dè Nǫtlèè region
- 5) Performs other duties as requested and directed.

Supervisory Responsibilities:

The Wildlife Biologist reports to and takes direction from the Manager, Lands Protection and Renewable Resources, and has limited latitude to make independent decisions without guidance from the manager. The position is responsible for overseeing field-based monitoring programs and may supervise the work of casual/contract workers, summer students, and interns on a regular basis. Program planning, coordination, and

team management are integral components of this role, particularly during the field season.

Education and Skills:

The Wildlife Biologist is expected to have the following educational background, work experience and skills:

- Post-secondary or Graduate Degree in one of the natural science disciplines - biology, wildlife biology, ecology, wildlife management, environmental studies, environmental science or resource management;
- Minimum of five years of work experience, including at least three years in wildlife biology or a related field, and two years working with Indigenous multi-stakeholder groups, environmental assessment, and/or wildlife habitat management. Northern fieldwork experience is preferred.
- Knowledge of environmental processes that determine the distribution and abundance of terrestrial organisms;
- Understanding of cross-cultural differences, as well as northern conservation and resource development and management issues;
- Ability to operate specialized scientific equipment;
- Experience with research proposal preparation, estimation of study costs and administration of study budgets;
- Ability to assist in the delivery of conservation and education programs;
- Proven analytical and research skills;
- Field experience in a northern environment is required;
- Valid firearm license and ability to safely handle firearms is an asset;
- Knowledge of concepts of wildlife population dynamics and wildlife habitat management, including study design, field and quantitative techniques;
- Proven ability to design monitoring programs with standardized protocols;
- Strong writing and editorial skills and excellent command of the English language;
- Proficiency with Microsoft Office, spreadsheet, and databases programs;
- Experience using GIS systems;
- Strong organizational skills and attention to detail;
- Strong oral communication skills and a proven ability to express ideas;
- Demonstrated ability to collaborate effectively, communicate respectfully, and contribute to a positive and inclusive team dynamic.
- Ability to exhibit sound judgment;
- Proven experience supervising and motivating staff.
- Proven ability to estimate program costs and administer budget;
- Familiarity with the Tłıchǫ language, culture and way of life.

Working Conditions and Effort:

The Wildlife Biologist is expected to demonstrate these abilities:

- Ability to work in physically and mentally demanding situations caused by long or extended hours during periods of high work volume under critical deadlines.
- Ability to conduct field programs in remote northern environments;
- Willingness to work some weekends and overtime;
- Ability to work with a wide range of people, Thach Government employees, community members and other organizations;
- Ability to undertake multiple parallel tasks with minimal supervision;

Confidentiality

The incumbent may gain knowledge of personal and/or confidential information. The incumbent will not use for his/her own benefit or gain, or divulge to any persons, firm, company or other organization, any confidential information gained as a result of this position.

Certification

Dated this _____ day of _____, 20__	
_____ Employees Printed Name	_____ Supervisor's Printed Name
_____ Employee Signature Date	_____ Supervisor's Title
	_____ Supervisor's Signature
I certify that I have read and understand the responsibilities assigned to this position.	I certify that this job description is an accurate description of the responsibilities assigned to the position.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.