

Ecologist -Technician(s)

Early Career Contract Position(s) - 5 months, with potential for extension

NSE is in **immediate** need of **two** temporary contract position(s) to support a construction project in Orillia, Ontario. These field-intensive entry-level positions are an excellent opportunity for individuals looking to build their skills as field ecologists and to gain some practical experience in ecological consulting.

In this role you will primarily support wildlife protection monitoring in buildings and trees prior to demolition/removal. Monitoring will include sweeps of buildings prior to demolition for presence or evidence of wildlife use, integrity monitoring of tree protection fencing and wildlife exclusions measures on buildings for species such as bats, sweeps for turtle nesting and other ecological monitoring aspects, as needed. Additional field work to support this project may include review of wildlife camera photos, bat exit surveys, and/or eastern meadowlark and bobolink monitoring.

Through this position you will see first-hand how common ecological mitigation measures are implemented and maintained. You will have a direct role in the successful implementation of these mitigation measures and ecological monitoring to support compliance with applicable legislation and protection of species. Opportunities to participate in other aspects of ecological consulting are possible; opportunities will be based on needs identified through project management, availability, interest and skill set of the successful applicant.

Strong interpersonal skills, organization & attention to detail (e.g., field note and map preparation) are key attributes for this role. This will be an almost exclusively field-based position, ability to work under a variety of conditions (weather, insects, rough terrain) is required.

Due to the immediate need to fill the positions, interviews will occur as suitable applications are received. Interested individuals are encouraged to apply quickly!

OPPORTUNITIES FOR APPLICANTS

- Gain hands-on terrestrial field work experience and exposure to:
 - Sweeps of buildings (only where it is safe) to determine if wildlife is present
 - Wildlife mitigation measures monitoring
 - Tree identification
 - Monitoring of tree removal
 - Bat Surveys
- Learn about and use common field instruments (e.g., for digital data collection)
- Work with various ecologists and learn directly from them.
- Potential to work with ecologists across multiple firms, providing opportunities to build your network.

- These positions may be eligible as co-op term(s) or count towards student placement requirements (to be discussed, as applicable) but are open to anyone seeking an entry-level position in an ecological consulting firm.

POSITION INFORMATION

This is a field-based position. The project site is in Orillia, Ontario. Successful candidates will need to be in Orillia during scheduled periods of work. The ecologist-technician will work in a team with at least one other individual during construction activities.

- The position(s) will operate on a two-week recurring schedule based on the following basic structure: 5 days 'on' followed by 4 days off, and 3 days 'on' followed by 2 days off.
 - Based on this schedule, individuals will work 8 days in a 2-week period.
- Hours of work:
 - Workdays are generally expected to be 7-10 hours in length, depending on activities being completed, weather, equipment and/or data management requirements, etc.
 - Based on 8 'working days' / 2-week period, hours of work are anticipated to range from 56 hrs to 80 hrs.
- These positions will be paid on an hourly wage basis to reflect the variable potential hours of work. Overtime will be paid for hours worked in excess of 44 hours in a single week (Sunday to Saturday).
- Based on current scheduling / construction plans, construction does not occur on Weekends.
- Severe Weather (e.g., heat or thunderstorms) may affect field days and total hours worked.
- Depending on where successful candidates are located, travel to Orillia may be necessary on Sunday evenings during weeks when they are scheduled for work on Monday. This is to accommodate early construction start times.
- Reasonable travel costs (e.g., travel, accommodation, meals) are reimbursable in accordance with NSE practices and project contract requirements.

Some key information about the position(s):

- We are hiring for 2 positions.
- The positions are for 5 months. Possibility of extension based on project needs (ongoing activities, skillsets needed) and performance.
- Contract starts on or around April 20th 2026 (for internal training), earlier start dates are welcome if possible!
- The successful candidates will need to undertake the following immediately upon hire:
 - Ontario Provincial Police security clearance
 - Mask fit test / wearing respiratory mask(s)
 - Health and Safety training
- Field work starts as soon as clearances and training are complete.
- Hired individuals must be available for the rotational schedule outlined in the position description.

Ecologist-Technician Position Description • March 2026

Individuals who cannot complete the necessary training or meet the necessary security clearance requirements for the position will be released from employment as these items are mandatory for the position.

RESPONSIBILITIES AND DUTIES

- Support ecological field surveys anticipated to include:
 - Sweeps of buildings (only where it is safe) to determine if wildlife is present
 - Wildlife mitigation measures monitoring
 - Tree identification
 - Monitoring of tree removal
 - Bat Surveys
- Detailed and organized recording of field observations:
 - Field survey data collection (via tablet and/or field forms as appropriate for survey type and in accordance with field program protocols)
 - Photographic record
 - Mapping (online and/or hardcopies, as appropriate for survey type & location)
- Work closely with field team members to undertake an extensive field program.
- Support monitoring report preparation
- Communication with Project Coordinator and other team members to coordinate field work, complete field safety protocols, support health & safety, enter and upload data, etc.
- Deliver high quality services on time and within budget

QUALIFICATIONS, EXPERIENCE AND ATTRIBUTES

The successful candidate will be in or have recently completed a degree or diploma in Ecology, Biology, Environmental Studies, Fish & Wildlife Conservation or similar field with knowledge in ecological field study (e.g., course(s) in survey techniques and/or applied experience). It is preferred that the successful candidate(s) have at least one some demonstrated experience working in the field / inclement conditions, but we are open to applicants with experience and knowledge through personal interest / effort, course work and/or volunteer positions.

The successful applicant will:

- Be interested in terrestrial ecology (wildlife, vegetation)
- Have some exposure / knowledge of terrestrial field survey protocols
- Have experience and established skills in standard Microsoft Office suite software, Adobe acrobat
- Have a valid Ontario G Driver's License **and** either have reliable access to a vehicle in good repair or be eligible to rent a car.
- Be eligible to work in Ontario

The successful candidate will possess the following attributes:

- Strong communication, and interpersonal skills
- Solutions-oriented

- Critical thinker
- Detail-oriented
- Organized
- Perseverance (long days, bugs, inclement weather)
- Resilient and flexible

The following are considered assets:

- Experience conducting ecological / environmental field work
- Experience using Survey 123, FieldMaps or similar digital data collection platform(s)
- Experience with ecological construction support works, liaising with contractor(s)
- Other skills you feel are complementary to or with opportunity to be applied to what we do / how we work
- Valid Standard First Aid and CPR

While NSE is based in Cambridge, ON, the nature of this role is such that visiting the Cambridge office will be minimal (e.g., onboarding, mask fit-test). As such, applicants within an approximately 2-hour driving distance from Orillia are welcome to apply. Applicants located in Ontario, but outside those areas identified may be considered.

REMUNERATION:

\$25-30/hr commensurate with experience (related school and/or work experience). Travel costs associated with fieldwork will be covered in accordance with agreements on the project and NSE policies and procedures (e.g., accommodations, transportation, meals).

These positions will be paid on an hourly wage basis to reflect the variable potential hours of work. Overtime will be paid for hours worked in excess of 44 hours in a single week (Sunday to Saturday).

ABOUT NORTH-SOUTH ENVIRONMENTAL INC. (NSE)

NSE is a small ecological consulting firm. NSE was established in 1999 and has been providing high quality services to public and private sector clients, and to a lesser extent with NGOs, on a wide array of environmental projects for 25+ years. We are proud of this history and the contribution we've made, but we are focused on NSE's future and where we and the industry are headed.

Our people are very important to us. As a small business, each member of our team has a meaningful impact, and we respect this as well as the individual. We continuously review how we work, strive to provide balance, and continue to develop a people-focused approach. We recognize that there are always ways to be better, and we regularly explore the next step on this path.

TO APPLY:

Please send your resume / curriculum vitae and a brief introduction (email or cover letter) to:

info@nseenvironmental.com

This position(s) will be filled as soon as possible. Interviews will be scheduled as qualified candidates are identified. No phone calls, please