



**Birds Canada – Atlantic Region
Aerial Insectivore Conservation Program**

Conservation Planner

Are you looking to channel your skills into meaningful, energizing work that will directly contribute to protecting our natural world? Birds Canada is the country's only national organization dedicated to bird conservation. Every day, our thousands of caring donors, 60+ passionate staff, and 70,000+ outstanding volunteers are taking action to help us better understand, appreciate, and conserve birds and their habitats. Together, we are Canada's voice for birds – will you join us?

Birds Canada is seeking an experienced **Conservation Planner** to work with Birds Canada staff and partners within a Conservation Standards framework to inform and strengthen evidence-based decision-making, and increase effectiveness of monitoring and priority conservation actions for aerial insectivores and other avian Species At Risk (SAR) across Federal-Provincial Priority Places in Atlantic Region, as well as Priority Sectors, and SAR Partnerships on Agricultural Lands Initiatives. Candidates should possess a Master's of Science in environmental, social science or conservation field, or demonstrated equivalent experience, as well as certification, training in and/or experience leading processes using Open Standards for the Practice of Conservation, or similar adaptive planning framework.

The Conservation Planner's primary role is to build conservation partnerships and provide strategic, adaptive program recommendations for the conservation of birds. Specifically, Conservation Planner duties and responsibilities include:

1. Work with partners to identify high priority conservation actions and promote implementation, through participation in Priority Place, Community-nominated Priority Place, SARPAL and other multi-partner initiatives in the Atlantic region.
 - a. Assess/analyze available datasets to understand status, trends of conservation targets, threats and the effectiveness of current conservation actions.
 - b. Contextualize current conservation actions as strategies within a situation analysis, showing the intervention points and relationships to direct and indirect pressures on conservation targets.
 - c. Identify other potential conservation strategies and intervention points to mitigate pressures or improve targets.
 - d. Assess the effectiveness of all conservation strategies and produce theories of change for most effective strategies.
2. Work with the Atlantic Director and Vice-President, Conservation & Science, as well as partners, to develop and implement a strategic program for aerial insectivores; one that addresses high priority threats and needs, and results in measurable conservation impacts for aerial insectivores.
 - a. Link Birds Canada's existing monitoring activities, stewardship, and data within the framework(s) (e.g., interim indicators for objectives in a theory of change for a conservation action; key ecological attributes of a target, etc.)

- b. Identify priority actions and/or monitoring where Birds Canada is not the lead. Identify who the lead is, if possible, and flag gaps where there is no current lead.
3. Provide support and expertise to programming/strategic development of Aerial Insectivore Conservation goals within Birds Canada as a whole.
4. Regularly evaluate aerial insectivore projects and impacts relative to program and organizational goals.
5. Participate through the Aerial Insectivore Policy Working Group to develop policy statements on aerial insectivore related issues (e.g., neonicotinoids) and to identify appropriate advocacy opportunities to further aerial insectivore conservation.
6. Communicate project results through various means including: media, progress reports, annual newsletters, conferences, and targeted reports to funders, partners and supporters.
7. Represent Birds Canada and the Program at regional, national and international meetings, including for various aerial insectivore Recovery Teams.
8. Other duties as assigned.

POSITION REQUIREMENTS:

This position requires independence and initiative, and strong inter-personal and organizational skills. Experience with conservation planning, Open Standards for the Practice of Conservation (or similar program), Miradi software, and the federal and provincial policy frameworks in Canada is essential, as is evidence of successful relationship-building with government agencies, ENGOs, and industry to engage in conservation planning and achieve conservation outcomes.

This position requires a high degree of critical thinking and willingness to take initiative to: make strategic recommendations related to program priorities, develop creative conservation solutions, and identify opportunities that will result in positive impacts for aerial insectivores and other avian species at risk. Strong organizational skills to balance multiple projects and deliverables and the ability to take on leadership roles in multi-partner groups are essential. Demonstrated fundraising ability, and strong written communication skills are required, as is the ability to manage budgets and track project expenditures.

The Conservation Planner should also have experience working with Species at Risk and a solid knowledge of aerial insectivores, associated threats and conservation challenges. Familiarity with Atlantic Canada's naturalist communities, knowledge of environmental policy, and the ability to communicate in French and English are strong assets

A valid driver's license is required.

The position is remote from any Birds Canada office, but ideally, the chosen candidate will reside within the Maritime provinces. The chosen candidate will work from home and/or be responsible for providing their own workspace. This position requires some travel throughout New Brunswick and Nova Scotia to attend meetings, usually during daytime hours during the regular work week. This is a Level 3 position according to Birds Canada's compensation framework and has an annual salary range of \$47,710 to \$57,555. It is being offered initially as a 1 year contract, with possibility of renewal contingent on performance, opportunity, and funding. The position reports to the Vice-President, Conservation & Science (Silke Nebel) and the Atlantic Director (Laura Tranquilla).

Applicants should send CV, cover letter, and 2 references to Amy-Lee Kouwenberg (akouwenberg@birdscanada.org). Only those candidates who qualify for an interview will be contacted. The position is available immediately and will be filled as soon as possible (anticipated start date October 2021).