

Job Description – Clean Leadership 2019 Program

Summary of the Program

The Clean Leadership program (formerly Nova Scotia Youth Conservation Corps or Youth Corps) was established in 1989 to provide Nova Scotian youth with training and employment opportunities in the environmental field. This program engages community partners across the province to hire students to carry out work in the summer months that fosters environmental stewardship. The Clean Leadership program provides Nova Scotian youth with green sector work experience, an enhanced appreciation of the environment and their community, and develops skills for life-long learning (including team-building and leadership skills, increased knowledge for future employment and/or education ventures, program evaluation techniques, and the ability to give back to their community and their environment.

Job Title - Stream Restoration Crew Leader

Wage - \$13.25/hr

Summary of Position

The community partner for this position through the Clean Leadership program will be the *Cheticamp River Salmon Association (CRSA)*, reporting to *Jillian Baker, Project Manager for the CRSA*. In this position, you will be mainly responsible for helping organize and lead the summer work program for a small (3-4 person) crew of secondary and/or post-secondary students. The summer work program will involve habitat restoration work (e.g., installing instream structures, clearing blockages to improve fish passage, stabilizing eroding stream banks) and ecological monitoring (e.g., taking measurements on channel width and depth, collecting water quality data) on several watercourses within the Cheticamp River watershed.

The first six weeks will involve job-specific training, identifying and scheduling work projects for the summer with the Project Manager, and helping organize and lead public education and outreach activities (e.g., school presentations and youth workshops). A typical work day once the student crew starts would start and finish at the CRSA's office, where the crew would go over the work plan for the day with the Project Manager, including identifying required equipment and tools, reviewing techniques, and identifying and discussing potential work-related hazards, and debrief at the end of the work day. The crew typically travels to nearby work site locations where they work on the required tasks. The successful candidate should be organized and take initiative, be willing to work as part of a small crew, and have an interest in the natural environment and working outdoors.

Community Partner

The Cheticamp River Salmon Association is a non-profit recreational angling and conservation organization, based out of the small Acadian community of Cheticamp (pop. ~3000) on Cape Breton Island. The Association was created in 1984 with the mandate to enhance the salmon fishing experience on the Cheticamp River and other smaller watercourses in the area. With Atlantic salmon in decline through much of their range, however, the focus of the CRSA - like that of many other Atlantic salmon fishing organizations - has shifted to more conservation work and habitat restoration.

Work undertaken by the CRSA includes the following:

- Stream restoration (e.g., constructing and maintaining instream structures, watershed planning)
- Improving fish passage (e.g., replacing a set of perched culverts with a wooden trail bridge, identifying and removing blockages)
- Ecological monitoring (e.g., conducting river surveys, operating a salmon counting fence on the Cheticamp River)
- Public outreach and education (e.g., youth fly casting workshops, annual fishing derbies, school and public presentations)

Duties and Responsibilities

The Stream Restoration Crew Leader working with the Cheticamp River Salmon Association will have a variety of duties and responsibilities, including the following:

- Working with the Project Manager to plan and organize summer student work program for the CRSA, including scheduling educational activities (e.g., tour of local fish hatchery, demonstrations of invertebrate sampling from local experts, etc.)
- Leading crew of summer students in the field to implement the CRSA's habitat restoration plans focused on a number of local watercourses (e.g., building and performing maintenance on instream structures, removing blockages and barriers), including supervising crew, modelling habitat restoration techniques, assisting with physical labour, applying team building and conflict resolution skills, etc.
- Assisting with implementing ecological monitoring and data collection (e.g., taking measurements of stream width and depth, recording data on water quality parameters)
- Assisting with visual surveying of watercourses (e.g., identifying blockages/barriers and sites of erosion)
- Taking a leadership role in organizing and running public outreach and education activities (e.g., creating and delivering presentations, helping lead guided walks to educate the public about completed and ongoing restoration activities)
- Working with the Project Manager to perform office work as required (e.g., helping update website and social media, writing news articles, inputting data)

Requirements/Qualifications

- Must be a Canadian citizen or legally entitled to work in Canada;
- Must be between the ages of 15 and 30;
- Must be a full-time student and intending to return to school in fall 2019;
- Is not a member of immediate family of community partner;
- Have an aptitude for safe work practices and the ability to multi-task in a busy work environment;
- Be able to work productively as part of a team while responding to feedback;
- Demonstrated interest in future employment in the environmental or 'green' sector is considered an asset;
- Must be willing to work outdoors, occasionally in adverse conditions (e.g., rain, uneven terrain in brooks, insects)
- Must be comfortable with performing some physically demanding work (e.g., moving rocks, driving stakes)
- Is passionate about the natural environment and the conservation of Atlantic salmon

Working Conditions

This position involves working outdoors, often in or around water (Note: proper equipment, e.g., chest waders, gloves, and insect hats/jackets, will be provided by the employer). The Stream Restoration Crew Leader should feel comfortable walking and working in moving water, and should be prepared to deal with insects (e.g., mosquitoes and black flies), uneven terrain, and undesirable weather conditions (e.g., heat and rain).

Physical Requirements

Although work will be varied, the Stream Restoration Crew Leader will be expected to participate in some tasks that are repetitive (e.g., hand rocking vulnerable and eroding stream banks) and/or demanding (e.g., helping to remove blockages of large woody debris and driving wooden and metal stakes into structures). As such, the ideal candidate should be at least moderately physically active.