

## **FABEC Project Manager**

The **Freshwater-Alexander Bays Ecosystem Corporation** (FABEC) is a stewardship organization of volunteers established in 1995 to advocate for and undertake activities to conserve healthy and viable ecosystems in four river watersheds in east-central Newfoundland.

FABEC collaborates with other organizations including Fisheries and Oceans Canada, Atlantic Salmon Federation, Foundation for Conservation of Atlantic Salmon, Parks Canada, and the Salmonid Council of Newfoundland and Labrador. Under contract with DFO, we operate salmon counting facilities on Terra Nova River and Middle Brook and conduct field assessments of culverts and other road crossings that may impede fish migration. Ongoing projects include a fine-scale temperature profile of Terra Nova River, a survey to identify cold water refuges for Atlantic salmon, testing of beaver dam bypass technology for fish passage, a salmon hook and release tracking study, and a tracking study of salmon surgically implanted with temperature sensors. Current submitted proposals include a smolt population estimate and health assessment for Terra Nova River as well as a saltwater tracking study for salmon smolt and kelt.

### Job Description

FABEC is seeking a Project Manager to work out of our office in Glovertown, NL and report to the FABEC President. The appointment is initially for approximately 22 weeks beginning Spring 2024 with renewal subject to performance and available funding. Salary is negotiable commensurate with skills and experience.

### Responsibilities and Duties

The project manager will:

- a) Supervise and conduct fieldwork for an assortment of projects as described above
- b) Oversee other seasonal staff
- c) Develop weekly operational plans
- d) Collect, compile, and analyze data, and prepare project reports, relating to salmon and trout fisheries management and conservation
- e) Work with the FABEC Board to develop mitigation and adaptation strategies to address watershed and fisheries impacts of climate change and land and resource use activities
- f) Work closely with FABEC's bookkeeper in administering finances
- g) Help with preparing project proposals and funding applications
- h) Liaise with government agencies and officials and other relevant organizations
- i) Participate in FABEC internal and external meetings

A significant component of the position will involve field and organizational work associated with the Atlantic Salmon Federation (ASF) initiative, Wild Salmon Watersheds. This program involves ASF and watershed groups establishing evidence-based conservation action plans to mitigate and adapt to the predicted effects of climate change and other threats to Atlantic salmon.

### Qualifications and Skills

- a) Degree in biology or natural sciences related to fisheries management or an equivalent combination of skills and experience
- b) Experience in undertaking and coordinating field research, analyzing collected data, and preparing written reports on research results
- c) Demonstrated ability to work with volunteers and establish relationships with community groups and government agencies
- d) Outdoor skills including trekking, canoeing, ATV use, GPS use, and basic outdoor safety
- e) Competence with current Microsoft and virtual communications software
- f) A driver's licence and willingness to use own vehicle at an agreed compensation rate

Applications will be accepted until a successful candidate is selected. Please note that applicants will not be contacted except for follow-up.

Please submit applications to:

Hiring Committee  
Freshwater-Alexander Bays Ecosystem Corporation  
P.O. Box 153, Glovertown South, NL A0G 2M0  
fabec.info@gmail.com

**FABEC IS AN EQUAL OPPORTUNITY EMPLOYER**