



**Position title:** Conservation Science Intern (recreation ecology)

**Eligibility:** Eco Canada Youth in Natural Resources program

**Start/end dates:** 1 April 2022-31 March 2023 (12 months)

**Salary and benefits:** \$48,500-50,000 CAD per year + Y2Y's extended benefits after 3 months

**Location:** In or near Canmore, Alberta strongly preferred; Canada-wide remote options considered

**Deadline to apply:** 21 February 2022

## THE ORGANIZATION

The Yellowstone to Yukon Conservation Initiative (Y2Y) is a joint Canada-U.S. not-for-profit organization with a mission to connect and protect wildlife habitat from Yellowstone to Yukon so people and nature can thrive. We are the only organization dedicated to securing the long-term ecological health of this entire region. We take a scientific and collaborative approach to conservation and highlight and focus on local issues that affect the region. Since 1993, Y2Y has worked with more than 460 partners to stitch together this landscape, including scientists, conservation groups, landowners, businesses, government agencies as well as First Nations and Native American communities. More information: [www.y2y.net](http://www.y2y.net).

## THE POSITION

Y2Y seeks a *Conservation Science Intern* to support recreation ecology research in the Yellowstone to Yukon region, specifically in Alberta and British Columbia. We seek a young professional interested in combining skills in spatial data and modelling with interests in outdoor recreation and environmental conservation. The intern will be supervised by Dr. Annie Loosen (Y2Y-UNBC postdoctoral fellow) and be part of Y2Y's *Integrating Science and Conservation* program led by Dr. Aerin Jacob.

The context for this work is to learn about where human outdoor recreation occurs in the Yellowstone to Yukon region and how to better measure it. Research conducted via this position has the potential to inform land management and planning, and to motivate actions that support conserving wildlife and the environment while promoting high-quality recreation experiences. This position is suited to a well-organized recent undergraduate or graduate student with a strong background in statistics and predictive spatial modeling. The successful intern will be highly motivated and independent with experience conducting literature reviews, communicating with a range of audiences, and working collaboratively with diverse teams. Datasets the intern would work with are from remote cameras, trail and traffic counters, social media applications, aerial survey data, and/or discussions with recreation experts; familiarity in working with these types of data would be an asset. Data collection has mostly been completed thus the intern would contribute to data management and analysis: this is not a field-based position. Opportunities may arise for developing additional skills, including potentially contributing to written products (reports, peer-reviewed articles), presenting at scientific conferences, and/or engaging with partners and interested parties.

The intern will undertake a detailed orientation and onboarding process and become familiar with Y2Y organizational priorities and how different teams work together. They will have the opportunity to learn about working in an international not-for-profit organization through joining Y2Y staff meetings and assisting with internal reporting processes. Additional professional development may be made available as opportunities arise, e.g., science communication, data visualization.

## PRIMARY TASKS AND RESPONSIBILITIES

Working with Y2Y's Integrating Science & Conservation team, the intern will:

- Review academic and grey literature on methods related to recreation ecology and wildlife (e.g., to quantify impacts of recreation on wildlife)
- Work directly with statistical models, producing original source code, to quantify impacts of recreation on wildlife
- Lead database management; organize, maintain, and archive data
- Organize and manage bibliographic information relevant to recreation ecology and conservation in the Yellowstone to Yukon region, using reference management software (e.g., Zotero)
- Assist with synthesizing and disseminating information to internal and external audiences
- Assist with other related tasks as needed

## REQUIRED QUALIFICATIONS

- Experience with statistical models in the scientific computing language R, such as predictive modeling, spatial statistics, and/or generalized linear mixed models including resource selection and step selection functions
- Experience with large (spatial) datasets, including data management, analysis, and visualization
- Demonstrated written and oral communication skills
- Experience managing and citing bibliographic references, e.g., reports, books, journal articles
- Strong critical thinking and creative problem-solving skills
- Strong organizational skills and excellent attention to detail
- Demonstrated ability to work independently and as part of a team, takes initiative

## ADDITIONAL QUALIFICATIONS

These skills are not requirements for the position but would be an asset.

- Undergraduate or graduate degree in wildlife biology or ecology, conservation science, natural resources management, or a related field (natural science or interdisciplinary)
- Experience in wildlife, conservation, and relationships among people and nature, ideally in the Yellowstone to Yukon region
- Experience with ArcGIS or QGIS software; GIS and mapping skills, including interactive maps
- Experience with Python and/or other coding languages
- Experience as part of a remote team (i.e., where people work in different locations)

## TERMS OF EMPLOYMENT

This position is funded through Eco Canada, which stipulates that interns must:

- Be 30 years of age or younger (i.e., not 31 years old) at the start of employment;
- Be unemployed, under employed, or a student/recent graduate;
- Be a Canadian citizen, permanent resident, or person on whom refugee protection has been conferred under the Immigration and Refugee Protection Act; and,
- Have a valid Social Insurance Number and be legally entitled to work in Canada.

Y2Y is an equal opportunity employer and committed to diversity, equity, and inclusion in our workplace and in science, conservation, and society. We strongly encourage applications from members of groups



that are underrepresented and/or excluded from these sectors, including but not limited to Black, Indigenous, and People of Colour, people with disabilities, and members of the LGBTQ+ community.

### **LOCATION, HOURS OF WORK, AND SALARY**

The intern will ideally be in Canmore, Alberta or be able to commute to the Y2Y head office in Canmore on a regular basis (e.g., one day per week). Canada-wide remote work options may be considered for outstanding applicants with reliable internet access, a proven track record of working independently and with remote teams, and ability to travel occasionally (e.g., 1-3 times per year). As this position requires some in-person work, full COVID-19 vaccination is required upon start date.

This is a full-time position (37.5 hours/week, roughly standard business hours) for 12 months between 1 April 2022 and 31 March 2023. Flexibility for a slightly later start date may be possible (e.g., 1-2 weeks).

The salary range is \$48,500-50,000 CAD per year commensurate with experience. Benefits include three weeks of paid vacation and eligibility to join Y2Y's optional medical/dental coverage and RRSP matching program after three months.

### **TO APPLY:**

Please review Eco Canada's Youth in Natural Resources program eligibility and complete their assessment before applying: <https://www.eco.ca/internship/internquiz>.

Send a 1-page cover letter and CV/resume outlining your background, experience, and interest in the position. Make sure that you 1) describe your skills and experience in relation to the primary tasks and responsibilities, required qualifications, and additional qualifications if applicable; 2) state your preferred work location; and 3) confirm your eligibility for Eco Canada's Youth in Natural Resources program. You can include other information that you want us to know that is relevant to your candidacy.

Applications should be one PDF named "RecEcologyIntern\_FirstnameLastname.pdf" and sent to [careers@y2y.net](mailto:careers@y2y.net) with the subject line "Recreation Ecology Intern Application" by 21 February 2022.

Questions about the position can be directed to Dr. Annie Loosen, [Loosen@y2y.net](mailto:Loosen@y2y.net). Interviews are expected to be held in early March 2022, with a decision made shortly thereafter. Short, preliminary interviews may be held via conference call or Zoom. Final interviews will be held via Zoom or in-person in Y2Y's Canmore office (pending COVID-19 situation).

If you anticipate needing accommodations for any part of the application or interview process you may contact, in confidence, Robyn Barton, HR Consultant at [robyn@y2y.net](mailto:robyn@y2y.net).