

Research Assistant Position in Conservation Science

Start Date: Position available immediately, must start by January 2016 at latest.

Appointment: Flexible (either part-time or full time is possible) for 6-10 months.

Location: University of Victoria (<http://uvic.ca>), British Columbia, Canada.

Background: We seek a highly motivated Research Assistant (RA) to join the lab of Dr. Julia Baum (<http://baumlab.weebly.com/>) on a new project "*Prioritizing Threat Management Strategies to Ensure Long-term Resilience of the Fraser River Estuary*" in collaboration with Dr. Tara Martin (<http://taramartin.org/>) and a postdoctoral researcher.

Project Context: Estuaries are amongst the most important and productive ecosystems within marine environments globally. They also are amongst the most at risk. British Columbia's Fraser River Estuary (FRE) provides valuable goods and services to the people of Canada and abroad. Not least, it is the mouth of the largest salmon-bearing river in the world and home to half of BC's rapidly expanding urban population. Without timely and effective conservation management, these goods and services are at risk. Water pollution and loss of habitat resulting from industrial and urban development, exploitation of fish stocks, and climate change are a few of the key threats.

Research effort to date in the FRE has focused on identifying its natural assets and their threats. It is now time to focus research on the identification of the key management actions needed to respond to these threats and emerging risks in order to protect and restore the FRE's natural assets for the long-term. Information on the effectiveness of alternative management actions often is not published, but is the knowledge of experts. Rapid and adaptable decision making in the face of novel risks to natural assets is increasingly reliant on effective methods for combining expert judgment with empirical data. This project will bring together experts in the ecology, sociology, economics and management of estuarine systems and the FRE in particular including those from government, First Nations, industries (fishing, agriculture, forestry), academia and environmental non-government organizations, along with fishers and other nonspecialists with local knowledge. Together these experts, policy makers, and stakeholders will estimate the costs and benefits of alternative management actions. The outcome of this project will be a prospectus for investing in the priority management actions needed to ensure the resilience of the FRE's natural assets into the future.

Job Description: The RA will directly assist the postdoctoral researcher on the project to collate and synthesize relevant primary and grey literature, and to organize a series of expert elicitation workshops.

Applicants should have the following qualifications and skills:

§ Minimum BSc in ecology, environmental studies, oceanography, or related field (MSc preferred);

§ Excellent organizational and problem-solving skills, and the ability to synthesize scientific documents;

§ Strong interpersonal and communication skills, the ability to work both independently and as part of a multidisciplinary research team;

§ Strong attention to detail, goal oriented work style, excellent time management skills (including the ability to meet project goals in a timely manner), and meticulous and consistent follow through on projects.

§ An interest in marine ecology, conservation and socio-ecological dynamics

Application: Interested candidates please email Dr. Baum (baum 'at' uvic.ca) with a cover letter explaining suitability for the job, a CV, and contact details for three referees. We will start reviewing applications November 15th, 2015.