



Watersheds
C A N A D A

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Riparian Habitat Restoration Intern Internship Position

April 4, 2025

Job Title:

Riparian Habitat Restoration Intern (One Position Available; funding dependant)

Reports to:

National Conservation Director

Position Location:

Eastern Ontario (office is located in Perth, Ontario)

Length of Contract:

TBD (depending on funding). Anticipated start date of June 30, 2025 and a 9-month contract.

Pay Scale:

\$18.00/hr

Position Purpose:

Shoreline ecosystems, or riparian zones, include the first 30 metres of land around a lake or river. It is considered the “ribbon of life” because it supports 70% of land-based wildlife and 90% of aquatic species at some point in their lifetime. This area is also critical in strengthening community resilience and adaptive capacity to climate-related natural disasters (ex: flooding, severe storms). Climate change is a growing concern for waterfront property owners, municipalities, and waterfront associations.

Your Lakes. Your Rivers. Your Future.



The long-term trends anticipated with climate change include temperature increases and changing precipitation patterns which can negatively impact water quality, habitat availability, populations of native species, and resiliency and safety of shoreland communities and homes. These impacts are exacerbated from increasing development pressures and environmental degradation along shorelines that is seen from the lack of decoupling economic growth from environmental degradation and continuing with “business as usual” landscaping and development.

The Riparian Habitat Restoration Intern will contribute to the natural resources stewardship and outreach work conducted by Watersheds Canada by equitably working alongside many different stakeholder groups (landowners, community groups, municipalities, schools, Indigenous communities, businesses, etc.) to restore and enhance terrestrial and aquatic habitat found in the riparian zone. By using nature-based solutions and clean technology, the intern will facilitate programs that prevent, reduce, and eliminate the environmental degradation of local lakes, rivers, wetlands, and shorelines.

Primary Responsibilities:

The successful applicant will contribute to the stewardship and outreach work at Watersheds Canada by raising awareness of equitable water stewardship principles and delivering nature-based climate change solutions to protect the health of lakes, rivers, wetlands, and shorelines. The Intern will deliver on-the-ground habitat restoration projects across Central-Eastern Ontario that will:

- Ensure the conservation, restoration, and sustainable use of terrestrial and inland freshwater ecosystems and their services by planting native species of trees, shrubs, and wildflowers. Observed ecosystem benefits will include increased tree cover and shade, increased evapotranspiration, and reduced sedimentation, erosion, overland runoff, and algal bloom occurrences.
- Facilitate community knowledge sharing and create science-supported documents to integrate ecosystem and biodiversity values and climate change resiliency into local municipality planning.
- Help fish populations recover and thrive (ex: walleye, brook trout, largemouth bass), ensuring communities can maintain historic fishing practices.
- Improve education and individual knowledge capacity on nature-based solutions to reduce freshwater health impacts and increase adaptation to climate change impacts.
- Protect local freshwater quality and terrestrial ecosystem health.
- Compile existing progressive land use planning policies that achieve sustainable development around lakes, with a discussion of their supporting science.
- Conduct research into sustainable development practices based on earth sciences (water resources, geology, and the interaction between land and water).
- Create and conduct educational events on best practices for natural resources management.
- Utilize iOS App software and Wordpress site to create restoration plans and resources to help individuals, municipalities, and groups reduce and prevent pollution such as overland runoff, warmth, fertilizers, and pesticides from entering the waterways.
- Assist with data entry and analysis.
- Support other project components and staff as assigned by the management.



Qualification Requirements:

Education

Some College or University, with preference given to those with a specialization in environmental science, natural resources management, biology, ecology, or a related field.

Experience

None required, however preference will be given to those with some experience in the conservation and/or non-profit sector(s).

Knowledge and Skills

Watersheds Canada recognizes that all candidates may not have all of these knowledge and skills. We encourage applicants who possess many of the following to still submit their application for consideration.

- Ability to identify both native and invasive flora and fauna
- Excellent judgment and decision making skills
- Comfortable with public speaking and engagement of the public
- Excellent English written and oral communication
- Proven multi-tasking skills in a fast-paced environment, completing projects within time constraints
- Computer skills with proficiency in MS Word, MS Excel, Zoom, Google Suite, and Adobe
- Ability to work both independently and in a team environment
- Proven high level of motivation and initiative Fieldwork is a strong asset
- Comfortable working on and around water
- High attention to detail for recording field data and generating reports, planting plans
- Ability to complete projects on time, within tight deadlines, and with limited supervision

Other Requirements:

- Valid driver's license and access to a vehicle. Providing a clean driver's abstract is a condition of employment.
- **Some weekend and evening work is required.**
- First-aid/CPR.
- Able to work outside in all weather conditions
- Some physical work, therefore ability to carry up to 50lbs is an asset



Internship Funding Requirements:

- Between the ages of 15-30 (inclusive) at the start of the internship
- This program is open to candidates who hold Canadian citizenship, Canadian permanent residency status, or Canadian refugee status
- Legally allowed to work according to the relevant provincial and Canadian legislation and regulations
- Available to participate for a minimum 6 months in a full-time capacity

Cannot be:

- Employees of the hiring employer prior to the start of their internship (does not apply to previous coop students or summer students, although this must be clearly indicated by the employer)

How to Apply:

Applicants should submit a resume and cover letter as **ONE PDF document** to: naturaledge@watersheds.ca. Applications will be accepted until May 9, 2025.

Please put "Riparian Habitat Restoration Intern" as your email subject line. Please no phone calls. Only those selected for an interview will be contacted.

