



## Open Position: Kelp Restoration and Blue Carbon Research Assistant

*The Baum Lab at the University of Victoria seeks a **full-time Research Assistant (RA)** to help advance our work on two major collaborations, **The Kelp Rescue Initiative** and **Blue Carbon Canada**. The RA will help to plan and conduct fieldwork, to collate, process and synthesize data, and to assist with administrative, organizational, and safety aspects of these research programs.*

**Start date:** Summer 2024 (exact date negotiable).

**Salary:** \$42,000 to \$50,000 plus benefits, commensurate with experience.

**Type of Position:** Full-Time (Initial contract for one-year, with potential to extend pending funding and satisfactory performance. Part-time would also be considered)

**Reporting Relationship:** Prof. Julia K. Baum

**Location:** University of Victoria, Victoria, BC, with periodic travel to other locations in coastal B.C.

**Application deadline:** Mon. April 15<sup>th</sup>, 2024

This new position in the [Baum Lab](#) will help our team to advance research into kelp restoration and natural climate solutions in the ocean. This position will be supervised by Dr. Julia K. Baum and/or senior members of the Baum Lab team and is based at the University of Victoria (UVic) on beautiful Vancouver Island. The RA will have demonstrated a solid work ethic, attention to detail, data processing and organization skills, and an ability to work well with a variety of collaborators and supervisors. The position is ideally suited to an individual who thrives in a fast-paced team, is committed to rigorous, high-quality work, does not mind repetitive data processing tasks, and can multi-task and quickly learn new skills. This position is split between work in support of our collaborative research with the [Kelp Rescue Initiative](#) (75%) and on our [Blue Carbon Canada](#) project (25%). The Kelp Rescue Initiative, which is based at the Bamfield Marine Sciences Centre (BMSC), works to develop science-based scalable restoration solutions for kelp forests in British Columbia. Supported by NSERC, Blue Carbon Canada is a collaborative research program working to evaluate the potential for natural climate solutions in Canada's oceans.

### **ROLES AND RESPONSIBILITIES:**

#### ***Kelp Rescue Initiative Research Assistant***

- Assist with scientific diving and other kelp-related field work (e.g. biodiversity surveys, sensor deployment, kelp sampling, restoration, and monitoring) at our Vancouver Island field sites;
- Assist with and help to manage administrative tasks, including ordering equipment, tracking finances, submitting reimbursements, writing reports for funders and First Nations, developing field safety plans, writing permits, and organizing field work (e.g., booking accommodations);
- Maintain up-to-date field protocols to ensure reproducibility and safety protocols;
- Maintain field equipment (e.g., field vehicle, ROV), and safety requirements for field work, assist with field equipment assembly (e.g. kelp restoration experiment cages);
- Organize and help to process field data, including data entry, image and video analysis;

- Complete all work to a high standard and on-track to meet project/funding deadlines & deliverables;
- Work productively with the Baum Lab and KRI teams, liaising closely with them;
- Assist with other related kelp tasks as needed.

**Blue Carbon Canada Research Assistant**

- Assist with literature reviews and data collation pertaining to blue carbon habitats, including species occurrence, carbon storage, sequestration, and emissions;
- Complete all work to a high standard, work productively with the Baum Lab and broader Blue Carbon Canada team, liaising closely with them;
- Assist with other related Blue Carbon Canada tasks as needed.

**REQUIRED QUALIFICATIONS AND SKILLS:**

- BSc in Biology, Environmental Science, Oceanography or related discipline;
- Experienced scientific diver (CAUS preferred but AAUS is acceptable);
- Proficient in standard use of computers (email, word processing, spreadsheets, Zoom, Slack);
- Experience with taxonomy and marine species identification;
- Demonstrated organizational and time management skills, including ability to maintain and organize research and safety documents and keep track of project requirements and deadlines;
- Demonstrated ability to work effectively, both independently and as part of a team, including liaising closely with other team members to ensure data processing needs are being met, and taking direction, receiving and adjusting to constructive feedback;
- Commitment to safety in both the research laboratory and during fieldwork;
- Ability to work on a flexible schedule when required, including some early mornings, weekends, and evenings;
- Valid Province of BC driver’s license;
- Satisfactory Criminal Records Check and Vulnerable Sector Screening required.

**ADDITIONAL PREFERRED QUALIFICATIONS:**

- MSc in Biology, Environmental Science, Oceanography or related disciplines an asset but not required;
- Experience with, and knowledge of, safe boating practices (SVOP a benefit but not required);
- Experience with the R coding language for data processing, cleaning, and analysis;
- Experience with accounting and budget tracking;
- Experience with project management;
- Experience with cold water diving (dry suit certified);
- Knowledge of kelp biology, ecology, and species ID /or knowledge of blue carbon and natural climate solutions;
- Experience conducting marine field work;

**To Apply**, please submit the following in a single PDF document, with your last name in the file name, via email to [baum@uvic.ca](mailto:baum@uvic.ca) with “KRI/Baum Lab RA” in the email subject line:

- § a cover letter explaining your motivation for applying, and qualifications, for this position
- § your CV
- § names and contact details for three references

**Equity, Diversity and Inclusion:** We value equity and diversity, and strongly encourage applicants from underrepresented groups to apply. Please see our [lab EDI site](#) for more information.