

2026 Indigenous Field Monitoring Assistant: A Partnership with Ontario Power Generation, AECOM Fisheries Monitoring on the Madawaska River

Posting Expiration Date: March 9, 2026

POSITION OVERVIEW

The Indigenous Field Monitoring Assistant will assist with fish community and habitat offsetting effectiveness studies on the Madawaska River and Calabogie Lake. Work will occur on the Madawaska River in the vicinity of the Calabogie Generating Station, Calabogie Lake in Calabogie, Ontario.

The Indigenous Field Monitoring Assistant will participate in field studies pre-determined with regulatory agencies to evaluate the effectiveness of constructed habitat features at the Calabogie Generating Station against a control site, and in fisheries studies in Calabogie Lake to collect updated information on the fish community, condition, and population.

Activities will include:

- Data collection to confirm Walleye spawning and aquatic habitat at the Calabogie Generating Station in the Madawaska River using:
 - egg mats and visual surveys at night during spawning
 - visual characterization of habitat features
- Benthic invertebrate collection, using modified methods from the Ontario Benthic Biomonitoring Network (OBBN)
- Gill netting at various locations and water depths in Calabogie Lake

This position will report directly to the AECOM Project Manager.

DURATION OF CONTRACT AND WORKLOAD EXPECTATIONS

- The anticipated duration of this contract will be from early-April through late-September or early-October 2026, or as determined by the AECOM Project Manager.
- Consideration will be given to post-secondary students returning to academic studies in September 2026, and the contract period will be adjusted accordingly.
- Possibility for recurring seasonal contract in future monitoring years.
- The workload will not be evenly distributed throughout the contract period. The hours of employment are anticipated to be extensive (40+) during at least two or three weeks in April and early May, and August/September. Some weeks in June-August may not require any work.

- Hours of employment will include both regular day-time business hours as well as evenings and nights, and up to 10-14 hours per day.
- Scheduling may be of short notice, as shifts for spawning surveys will be determined by water temperature.
- The regular work week will be from Monday through Friday but will also include periods from Friday night through to Monday morning, as required.
- Overnight travel is unlikely, but if required the employer will cover associated expenses as appropriate.
- Work may occur during inclement weather conditions (i.e. rain or heat).
- The successful candidate will be required to provide his/her own transportation to the work site(s) in Calabogie.

GENERAL DUTIES

1. Adherence to all OPG and AECOM safety procedures, meetings, personal protective equipment, and reporting.
2. Data compilation and communications.
3. Assist in staging, loading and unloading, deploying, and retrieving fish sampling gear.
4. Collect fish, egg, and invertebrate tissue and individual samples.
5. Record biological and environmental data related to stated duties.
6. Maintain daily field logs outlining work schedule and tasks including days and period worked per week.
7. Prepare and submit appropriate field logs and timesheets for review as requested.
8. Perform other duties as required.

SPECIFIC DUTIES, RESPONSIBILITIES AND DELIVERABLES

- Specific duties, responsibilities and deliverables may include, but not be limited to, assistance with the following activities:

**For Walleye and Aquatic Habitat on the Madawaska River
Activities at Calabogie Generating Station and control site on
Calabogie Lake**

- a) **Walleye Spawning Surveys:** Nighttime surveys to document use of existing spawning habitat by adult walleye. Surveys to occur over multiple nights during the spring spawning season over approximately 3 weeks between early April and early May. Schedule and timing of these survey shifts must be flexible and with short notice, as spawning is weather and water temperature dependent.

- b) **Walleye Egg Surveys:** Surveys to assess walleye spawning activity. Set egg collection mats and process egg collection samples at least once per day during the spring spawning season over approximately 3-4 weeks between early April and early May. Schedule and timing of these survey shifts must be flexible and with short notice, as spawning is weather and water temperature dependent.
- c) **Benthic Invertebrate and Fish Species Abundance Surveys:** Collect fish assemblage and benthic invertebrate samples during several days in August and September. Set minnow traps overnight, and process captured fish at least once per day. Collect sediment grab samples in support of benthic invertebrate sampling.
- d) **Underwater Habitat Monitoring:** Assist in several daytime efforts to document the condition of spawning habitat and aquatic vegetation during the summer months with the use of video monitoring equipment.
- e) **Calabogie Lake Broadscale Fish Community Assessment:** Daily over a period of 10-14 days in August, set and retrieve multiple gill nets in Calabogie Lake. Daily processing of fish capture including collection of biological samples and incidental mortalities.

DRAFT SCHEDULE ACCORDING TO PROJECT TASKS

2026 SOW - DRAFT SCHEDULE	Hours	Dates	Days
Safety & Orientation Meeting	4 (on site or virtual)	By Mid-March	1 day
Visual Adult Walleye Surveys	70	April	15 days (intermittent)
Walleye Pigmented Egg Surveys	150	April to Mid-May	15 days (intermittent)
FAFH Monitoring incl. Benthic Invertebrate	100	End of August	5 days
TOTAL	324		36 days

REQUIREMENTS/EDUCATION/EXPERIENCE/SKILL TRAINING

- This position is open to qualified applicants of Indigenous descent (First Nation, Métis and Inuit).
- Preference for candidates with experience, education, or training in wildlife, fisheries, or resource management.
- Strong interest in gaining experience in wildlife conservation and management.

- Capable of working outdoors in all weather conditions and during non-business hours and potentially flexible shifts.
- Physically able to lift weights up to 20 kgs. Physical demands including loading and unloading, lifting, carrying gear.
- Ability to handle and collect samples of fish and invertebrates.
- Ability to safely handle and use tissue preservatives (e.g., Isopropyl).
- Ability to adapt to changing work schedules and conditions.
- A valid Ontario G driver's license.
- Ability to work from a boat on a large waterway.
- Ability to work as an integrated team member and follow procedures.
- Pleasure Craft Operators Card and proficient watercraft operation skills are an asset but not mandatory.
- First Aid Certification is an asset.
- Basic computer skills such as Microsoft Office (word and excel) and GIS skills are considered an asset.
- Adherence to all safety procedures and guidelines.

SALARY RANGE and OVERTIME

- Salary will be commensurate with experience and education.
- Pre-approved overtime by Project Manager will be paid at 1.5 x hourly rate.

EXPENSES

- Expenses related to driving in-out site will be compensate (use of personal car) and per diem will be setup regarding meals.
- Please send resume to Daniel Charbonneau, Senior Indigenous Engagement Specialist at AECOM at daniel.charbonneau@aecom.com