

JOB OFFER

DIRECTOR, MARINE MAMMAL EMERGENCIES — MME — GREMM

THE ORGANIZATION AT A GLANCE

The **Quebec Marine Mammal Emergency Response Network (QMMERN)** is responsible for organizing, coordinating and implementing measures aimed at reducing accidental mortality of marine mammals, rescuing animals in difficulty, and facilitating the acquisition of data from animals in the waters of the St. Lawrence.

Marine Mammal Emergencies (MME) is the QMMERN's centre of operations. Every year, it receives more than 900 reports corresponding on average to some 500 incidents involving dead, injured or distressed marine mammals. MME is responsible for coordinating the responses to these incidents, from receiving reports to documenting cases, including interventions and field sampling.

*** MME is the 911 for whales and seals ***

MME is managed by the **Group for Research and Education on Marine Mammals (GREMM)**, a non-profit organization dedicated to scientific research and conservation education with a focus on the whales of the St. Lawrence and their habitat.

To learn more about GREMM and QMMERN, please visit our websites: <https://gremm.org/en/> and <https://baleinesendirect.org/en/marine-mammal-emergencies/>

JOB DESCRIPTION

The UMM Director is responsible for overseeing all MME operations. The selected candidate will participate in case management, from initial reports to documentation, including response and field sampling. He or she will support UMM's mobile teams and coordinate the response of satellite teams, partners and QMMERN volunteers who assist UMM in its mission. The individual will be responsible for developing and updating protocols and procedures for documenting reports and responding to incidents. A high degree of scientific rigour is required, as the selected candidate will be responsible for

managing databases, analysis, and disseminating results to partners and the scientific community.

The MME Director is a member of the QMMERN coordination centre and works closely with the Coordinator, Scientific Director, and Management and Conservation Unit Director to develop the QMMERN's development and orientation plans.

PRIMARY RESPONSIBILITIES

AS DIRECTOR of Marine Mammal Emergencies, you will be:

- Responsible for MME's response efforts, including managing cases and developing and implementing response plans
- Responsible for developing and updating protocols and procedures
- Responsible for MME teams
- Responsible for MME management
- Responsible for databases and data analysis, publication and sharing
- Member of the coordination centre

TASKS

- Participate in case management and ensure the preparation of response plans
- Ensure the quality and efficiency of responses to incidents by supporting MME teams in their management of cases
- Assess MME operational capabilities
- (Shared) responsibility for MME response outside normal working hours
- Oversee monitoring of the surveillance program
- Oversee the recruiting, training and supervision of MME teams
- Promote the production and dissemination of scientific reports based on data collected in the context of MME activities and oversee the production of MME incident reports
- Oversee planning and implementation of MME development and management

Note: The list of main tasks and responsibilities is for indicative purposes only. It is not intended to be an exhaustive or detailed list of tasks and responsibilities that might be carried out by the UMM Director.

ESSENTIAL QUALIFICATIONS

Education

- Post-graduate university degree in biology, animal health, the environment, or a related field
- Candidates with a combination of relevant experience deemed equivalent may be retained

Experience

We are looking for an individual with experience* in the following aspects:

- Design, planning and execution of protocols and procedures such as ecosystem monitoring, population tracking, or animal health or behavioural studies, including field experience
- Collaboration with multiple stakeholders or partners to advance conservation or research projects or initiatives
- Team supervision (a plus)
- Field logistics, e.g. navigation or operation of small boats, operation of heavy vehicles and trailers (a plus)

*Experience must be recent, significant and have been acquired roughly in the last five years, over a minimum period of two years.

Know-how

- Knowledge of marine mammals, fisheries and/or environmental issues affecting the marine ecosystem
- Familiarity with database management and analysis tools (SIG, R, etc.)
- Familiarity with ICS (a plus)
- Good knowledge of French* and English to communicate clearly and effectively both orally and in writing

* or willingness to learn quickly

Candidate profile

- Initiative and leadership
- Autonomy and resourcefulness
- Ability to adapt
- Stress tolerance
- Scientific rigour

- Good analytical and problem-solving capacity
- Interpersonal skills, diplomacy, ease of communicating with the public

WORKING CONDITIONS

Location: Rimouski and/or Tadoussac

Hours: Full time (including occasional weekends)

Salary: Between \$50,000 and \$60,000 depending on candidate's profile and current salary structure

Start date: As early as possible beginning in March 2025 (or sooner, if possible)

Duration: One year (renewable)

Interested in joining our team?

To submit your application, please attach in a single file a cover letter and a recent CV and submit to Patrick Weldon, Director of the Management and Conservation Unit, at the following address: pweldon@gremm.org

Application deadline: January 24, 2025

After you submit your application, you will receive a confirmation of receipt. We thank all candidates for their interest in our organization. Only candidates selected for an interview will be contacted.

GREMM values diversity and invites all qualified individuals to apply. Priority will be given, however, to Canadian citizens and permanent residents. For additional information, please contact Patrick Weldon at pweldon@gremm.org