



Caribou and Moose Program Lead

fRI Research is an independent not-for-profit research institute that conducts practical science to improve land and resource management. We are proud of our strong shareholder support which includes the Government of Alberta, Jasper National Park, West Fraser, Weyerhaeuser, Tolko, Canfor, and Vanderwell Contractors. Our office is in Hinton, Alberta, 20 minutes east of Jasper National Park, and three hours west of Edmonton. Hinton, set amidst the stunning scenery of the Alberta Rockies, is a community of 10,000 in the heart of a four-season recreational paradise. Our region offers outstanding mountain biking, climbing, hiking, and skiing opportunities, as well as plenty of arts and cultural activities. For more information about fRI Research please visit our website.

Since 2023, the Caribou and Moose Program has designed and led projects that have contributed to understanding the ecology of ungulates within Alberta's managed forest landscape, and delivered knowledge and tools to help improve policy and practice.

Job Description

fRI Research is seeking a knowledgeable, personable, and dedicated leader for our Caribou and Moose Program. Reporting to the Executive Director, the Program Lead is responsible for managing all aspects of the program including seeking funding resources and leading the scientific research in the program area. This position will appeal to those interested in leading an applied and highly diversified research program, who enjoy working closely with both shareholder organizations and a wide range of experts from across Canada and beyond, and who strive to see their research meaningfully contribute to the wise management of Alberta's forested resources.

The role of the successful candidate will be to:

- Create, coordinate, plan, and manage the full research process from project inception through to the publication of results
- Lead the development of practical tools and solutions relating to caribou and moose in the areas of sustainable land and forest management
- Communicate project progress and results to shareholders and partners
- Develop a program communications plan, and participate in fRI Research communications activities, including webinars, presentations, infographics, reports, and/or field tours
- Lead and supervise program staff, following fRI Research policies, procedures, and safety requirements
- Manage program financials, including all project budgets and sourcing research funding
- Complete annual work plans, quarterly updates, and other reporting tasks as required by fRI Research and the fRI Research Board of Directors
- Work closely with the program's Activity Team members to identify research questions
- Build and maintain relationships with the program's Activity Team, shareholders, partners, and representatives from industry, government, academia and other interested parties
- Participate as a member of the organization's Leadership Team



Essential Job Qualifications, Skills, and Experience

- PhD in wildlife biology/ecology with at least 5 years of practical experience or MSc with at least 10 years of practical experience
- Experience in designing and conducting applied research projects
- Recognized scientific peer-reviewed publication history
- Experience in leading and supervising program staff, graduate students and seasonal field staff
- Exceptional interpersonal and collaborative skills for building and maintaining diverse, productive teams
- Proven problem-solving skills and ability for independent decision making
- Excellent verbal and written communication skills and ability to speak to both scientific and non-scientific audiences
- Experience in large project management, community engagement, and partnership development
- Experience in research proposal writing and grant management
- Ability to meet strict production deadlines
- Strong administrative and project management skills, including all aspects of financial tracking and reporting
- Respectful, strategic thinking, action oriented, and possess integrity
- Experience working with Indigenous communities and Indigenous knowledge
- Canadian citizen or permanent resident of Canada
- A valid Class 5 Alberta driver's licence or other provincial/territorial equivalency, with a minimum of 3-years driving experience and can provide a current driver's abstract that meets the requirements of our insurance provider

Desirable Job Qualifications and Experience

- Experience working with large ecological data sets
- Experience carrying out statistical modelling in R
- Experience working with spatial data in R and ArcPro
- Experience working within the private sector
- Membership or eligible for membership in relevant professional organizations (e.g., Alberta Society of Professional Biologists)
- Post doctoral studies or relevant experience after graduate degree if you hold a MSc
- Broad experience in forest and land management on multi-use landscapes
- History of interdisciplinary collaboration

Salary: \$102,000 – \$136,000 per year, based on experience and qualifications

Start date: January 4, 2027 or earlier if possible. Start date is negotiable

Location: Hinton (remote options may be considered)

Hours of Work: 8:00 a.m. – 4:30 p.m., Monday to Friday

Travel: Throughout western Canada

Benefits

- Flexible work schedule
- Extended Medical, Dental, Vision, Life, Short & Long-Term Disability coverage
- Parental leave top-up
- 3 weeks paid vacation per year to start
- Paid leaves including personal days, sick days, bereavement leave, and a volunteer day



- RRSP/TFSA program
- Support for professional development
- Moving allowance up to \$3,000

This position also receives the following Manager's Benefits in lieu of compensation of overtime:

- 1 additional week of vacation
- One of the following options:
 - 1 week of Personal Days;
 - \$1,500 Health and Wellness Spending Account; or
 - Increased RRSP matching benefit

To Apply

Please email your resume with a cover letter as a single file to Risa Croken (rcroken@friresearch.ca) with the subject line: "Application – Caribou and Moose Program Lead". Name the file lastname_firstname_application.

Closing date: November 20, 2026.

While we appreciate the interest of all candidates for this position, only candidates that are invited to interview will be contacted.

fRI Research is committed to a diverse, equitable and inclusive workplace. We encourage applications from persons who may have been marginalized in the past including Indigenous Peoples, visible minorities, women, persons with disabilities, sexual and gender minorities and newcomers to Canada.

