

CALL FOR EXPRESSIONS OF INTEREST AS CO-CHAIR FOR SPECIALIST SUBCOMMITTEE OF THE COMMITTEE ON THE STATUS OF ENDANGERED WILDLIFE IN CANADA (COSEWIC)

Expressions of interest are invited from individuals wishing to serve as Species Specialist Subcommittee Co-chair on the Committee on the Status of Endangered Wildlife in Canada (COSEWIC). The term of the position is 4 years.

Acting as a Species Specialist Subcommittee Co-chair provides many opportunities to learn about Canada's diverse flora and fauna within a highly collegial and supportive environment. It also provides the opportunity to learn and apply innovative procedures in population assessment, and to work at the leading edge of setting conservation priorities for Canada's biodiversity.

Expressions of interest may be submitted between 28 January and 4 March 2026.

Deadline: 4 March 2026 at 3:00 pm Eastern Time. Late expressions of interest will not be accepted.

Following is the list of taxonomic groups for which a Co-chair is needed.

ARTHROPODS

Requirements: *In this search we are interested in people with regional or preferably national expertise in the ecology, biology, and conservation of terrestrial and/or freshwater arthropods. The successful person must also have exceptional editing, communication, and organizational skills, and a demonstrated ability to effectively chair and work within a consensus-based scientific committee. Ideal candidates should be familiar with the COSEWIC assessment process, the criteria used, threats applicable to arthropods, and prioritizing wildlife species for conservation status assessments. An understanding of how to integrate community and Indigenous knowledge and science into arthropod studies would be an asset.*

BIRDS

Requirements: *In this search, we are looking for a person with significant expertise in the biology and conservation of Canadian birds. The successful applicant must have a demonstrated ability to lead and work constructively within a consensus-based decision-making process. Strong editorial skills and an ability to synthesize key information in the context of the COSEWIC status assessment process are essential. A good understanding of threats to birds, causes of population declines, and bird monitoring programs in Canada is essential. Experience in the analysis of population trends, interpretation of quantitative population status information, and consideration of Indigenous Knowledge are considered useful assets.*

MOLLUSCS

Requirements: *In this search, we are interested in candidates with expertise, preferably national, in the biodiversity, ecology, conservation, and/or status assessment of Canadian molluscs. We are especially interested in candidates who have extensive experience in the ecology of marine, freshwater or terrestrial molluscs of Canada, and who are knowledgeable about the impact of human activities on any or all of these mollusc groups. Candidates should have superior communication, organizational, and editing skills, and a demonstrated ability to lead, work effectively with, and chair a scientific committee within a consensus-based environment. Preference will be given to candidates with a broad understanding of Canada's flora and fauna and to candidates with experience integrating Indigenous and other knowledge systems into assessments regarding the geographical distributions, demography, and conservation of molluscs.*

MOSSES AND LICHENS

Requirements: *In this search, we are interested in individual with significant expertise in the ecology, conservation, and status assessment of Canadian lichens. A good understanding of threats to lichens and causes of population declines is essential. Additional expertise in the ecology and conservation of Canadian bryophytes is considered a useful asset. Individuals must have superior communication, organizational, and editing skills, and the ability to synthesize key information in the context of the COSEWIC status assessment process. The successful applicant must have a demonstrated ability to lead, work effectively with, and chair a scientific committee within a consensus-based environment.*

TERRESTRIAL MAMMALS

Requirements: *In this search, we are looking for a person with significant expertise in the biology and conservation of terrestrial mammals in Canada. The successful applicant will have knowledge of the threats to Canadian terrestrial mammals and causes of population declines, and experience with status assessment within the COSEWIC framework. Applicants should have effective leadership, communication, organizational, and editorial skills, and a demonstrated ability to work constructively within a consensus based decision-making process. Familiarity with current approaches to the inclusion of Indigenous knowledge and an openness to exploring new ways to incorporate Indigenous and traditional knowledge into status assessments would be a useful asset.*

Diversity matters: *COSEWIC is committed to having a skilled and diversified membership representative of Canadians, and recognizes many benefits of a safe, inclusive environment where people with diverse perspectives can collaborate in support of wildlife species assessment. All qualified people are invited to apply. In recruiting members, preference may be given to qualified applicants self-identifying as women, Indigenous peoples, persons with disabilities, racialized persons, persons of diverse sexual orientations and genders, persons in other under-represented groups, early career individuals, and all qualified individuals with the skills and knowledge to engage productively with equitable, diverse, and inclusive communities. The application*

template (the self-identification section under item number 7) provides an opportunity to clearly state if you identify as a member of any of these groups. Please feel welcome!

ABOUT COSEWIC

The principal functions of [COSEWIC](#) are:

- to assess the status of wildlife species considered potentially at risk in Canada, identifying existing and potential threats to the wildlife species
- to report the results of its assessments and the reasons for the designations to the federal Minister of Environment and Climate Change, the Canadian Endangered Species Conservation Council, and the Canadian public

COSEWIC carries out its functions on the basis of the best available information, including scientific knowledge, community knowledge, and Aboriginal Traditional Knowledge. The assessment process is independent, transparent, and based solely on evidence. COSEWIC status reports, while forming the basis for recommendations to the government under the Species at Risk Act (SARA), are also widely cited by scientific and environmental organizations, resource users, government agencies and media. COSEWIC reports provide information about the state of wildlife populations, which are of concern to all Canadians.

Species Specialist Subcommittees and Co-chairs

Species Specialist Subcommittees (SSCs) are composed of members who have scientific and/or traditional knowledge of the taxonomic group in question, particularly as they relate to Canada. They may have expertise in the conservation biology, population dynamics, taxonomy, systematics, population genetics, or other aspects of the taxonomic group. SSC members review and ensure the scientific quality of all the wildlife species status reports under the responsibility of their respective SSC. They also recommend status designations to COSEWIC.

Each SSC is led by two Co-chairs, who must satisfy the requirements of membership on COSEWIC (see the Application Template that follows). COSEWIC SSC Co-chairs are appointed by the Federal Minister of Environment and Climate Change, after consultation with the Canadian Endangered Species Conservation Council and with any experts and expert bodies, such as the Royal Society of Canada, that the Minister considers to have relevant expertise. SSC Co-chairs do not become part of the public service of Canada as a result of this Ministerial appointment. Each member of COSEWIC shall exercise their discretion in an independent manner. SSC Co-chairs may be remunerated for their services in amounts that the Minister may set and may be reimbursed for related expenses according to Treasury Board guidelines.

Co-chair Duties

The SSC Co-chairs' responsibilities include:

- soliciting writers for status reports
- reviewing and editing status reports, and taking any other necessary actions to complete them (normally between 4 and 10 reports per year)
- making changes requested by COSEWIC when finalizing the reports
- recommending candidate wildlife species for status assessment, based on SSC deliberations
- planning, organizing and co-chairing annual meetings of the SSC
- preparing for and participating in COSEWIC meetings. In recent years, COSEWIC has met twice a year and has assessed up to 80 wildlife "species" (which, in COSEWIC terms, may include species, subspecies, varieties or other distinct populations that meet certain criteria)
- preparing annual reports of SSC activities

Meeting Travel

Travel expenses incurred by SSC Co-chairs within Canada are covered by Environment and Climate Change Canada. **For an SSC Co-chair whose travel originates or terminates outside Canada, Environment, Climate Change and Nature will support to an amount which is the equivalent of the average travel expenses incurred within Canada.**

APPLICATION PROCESS

We ask both new applicants and incumbent co-chairs to provide BOTH of the following:

- a CV or resume
- a cover letter that specifically addresses each of the elements of the [Application Template](#), using the same headings and subheadings. Even if you feel your CV already addresses a question, please provide a brief summary for each element of the template.

Preference may be given to qualified applicants in groups that are under-represented in the SSC or in COSEWIC. If you wish, please include a clear self-identification in section 7 of your application if you identify as a as woman, Indigenous person, person with a disability, racialized person, person of diverse sexual orientation and/or gender, or person in other under-represented groups, providing further information as relevant. Those making the selection will take self-identifications of qualified applicants into account in their evaluation of the applications and may only give preference in ranking when a clear self-identification is present.

Email your expression of interest with a subject line header indicating “Expression of Interest in [\[Name of SSC\] Co-chair](#)” to the COSEWIC Secretariat at cosevic-cosepac@ec.gc.ca.

The Secretariat will endeavour to acknowledge each application via email within two business days. **If you do not receive an acknowledgement within this time, please contact the Secretariat by telephone at (819) 307-7600.**

Submissions will be reviewed by a selection committee of COSEWIC members and SSC members, which will present recommendations to COSEWIC, which will in turn forward nominations for appointment by the Minister of Environment and Climate Change. Successful individuals will generally be notified by late summer and will serve their terms of office from January 1, 2027 to December 31, 2030.

If additional information is required, please contact the COSEWIC Secretariat at cosevic-cosepac@ec.gc.ca.

APPLICATION TEMPLATE

1. Knowledge and Education Background

State your knowledge and education background relevant to the taxonomic group in question. This could encompass, for example, science and/or traditional knowledge in conservation biology, ecology, population biology, genetics, stock assessment, natural resource management, taxonomy, systematics or another relevant field.

For example:

- I have lived in, and have extensive ecological knowledge of the southern Okanagan area of British Columbia, specializing in reptiles and amphibians;
- I have a B.Sc. degree in wildlife management, a M.Sc. degree in aquaculture of salmonids and a Ph.D. in systematics of *Salmo* species;
- I have an Honours B.Sc. in zoology, 5 years of experience in population biology and genetics of caribou and 12 years of experience in conservation biology of other ungulates.

2. Expertise with Taxa

Outline your expertise and experience with respect to Canadian [insert SSC taxon].

For example: I have an excellent knowledge of the ecology and systematics of freshwater molluscs in all of North America, but have particular expertise of the Sphaeriidae in Canada, especially Ontario. I have consulted on taxonomy of freshwater molluscs in 10 Canadian provinces and territories, and my Naturalists' Guide to Ontario Fingernail Clams is used throughout eastern North America.

3. SSC Specific Requirements

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making process. Strong editorial skills and an ability to synthesize key information in the context of the COSEWIC status assessment process are essential. A good understanding of threats to birds, causes of population declines, and bird monitoring programs in Canada is essential. Experience in the analysis of population trends, interpretation of quantitative population status information, and consideration of Indigenous Knowledge are considered useful assets.

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For example: I have an excellent knowledge of the ecology of Canadian Arctic fishes and have conducted research on their life history for the past 5 years in support of an integrated, Inuit-led research and stewardship program, which fits well with the specific

requirements outlined in the Call for Expressions of Interest.

4. Expertise with Conservation Biology and Canadian Flora and Fauna

What is your level of knowledge of concepts and techniques related to the assessment and conservation of wildlife species at risk, and of the legal provisions for designation and protection of wildlife species at risk at the federal or provincial/territorial level? What is your experience formulating objective conclusions and recommendations about the biological status of wildlife species?

For example:

- For the past 5 years I have been gathering data on population biology and genetics of salmonids. These data will be used for developing recovery and management programs for Sockeye Salmon;
- For the last 5 years I have been assisting the Haida Nation in drafting conservation plans for plant species;
- For the past 5 years I have been providing advice on the integration of local ecological knowledge into provincial wildlife management planning;
- I am a member of Ducks Unlimited and have participated in surveys to determine the distribution of Harlequin Duck, its habitat quality, and trends in its population size;
- I have extensive knowledge of federal/provincial/territorial species at risk legislation, and I have written three wildlife status reports;
- I have gained extensive knowledge of federal/provincial/territorial species at risk legislation through my involvement with recovery planning in British Columbia. I have also co-authored 3 national and 5 provincial wildlife status reports.
- I have published on inferring range extensions due to climate change for northern-edge butterfly species in Canada.

Include a statement about your level of knowledge of Canadian flora and fauna *outside* your primary area of expertise.

For example: Although my main focus is amphibians, I have developed solid plant identification skills to the point where I can confidently identify most eastern vascular plants and many lichens.

5. Facilitation and Management Skills

Identify your experience in facilitating, organizing, chairing and managing meetings and working groups of diverse participants tasked with making complex decisions and recommendations.

For example: From 2003-2005, I chaired the Nunavut Tardigrade Working Group. I organized and led three meetings per year for this eight-member team that assessed the response of tardigrades to climate change in the Arctic.

State your experiences assimilating large amounts of technical materials in areas outside your main field of expertise.

6. Scientific Writing and Editing Skills

Describe your experience in writing, reviewing, and editing scientific documents (e.g., peer-reviewed journal articles, books, reports, etc.), and critically interpreting conclusions. Describe your experience in integrating diverse feedback into written products.

7. Personal Statements

Please provide the following statements (two required, two optional), each with its own subheading.

Personal interests and/or perspectives: Please describe your personal interest and/or perspective that leads to your wish to participate in the COSEWIC species assessment process. Please consider sharing the perspective and knowledge systems you bring to the COSEWIC species assessment process, and/or how your background, life experience, and/or perspectives could contribute to better decision making and problem solving with respect to COSEWIC's work.

Self-identification (optional; the information is collected for selection purposes only): As COSEWIC strives to increase diversity in its membership, preference may be given to qualified applicants in groups that are under-represented in COSEWIC. If you wish, using the subheading "Self-Identification", please acknowledge the skills and knowledge you have to engage productively with equitable, diverse and inclusive communities, and/or self-identify as any of the following, providing further information as relevant.

- woman
- Indigenous person
- person with a disability
- racialized person
- person of diverse sexual orientation and/or gender
- person in other under-represented groups

- early career

Those making the selection will take self-identifications of qualified candidates into account in their evaluation of the applications and can only give preference in ranking when a clear self-identification is present.

Interruptions (optional; the information is collected for selection purposes only): Reviewers will consider legitimate career interruptions resulting from maternity, parental, medical or family leaves. The time devoted to these types of leaves will not be included in the assessment of productivity. Please feel welcome to identify any personal circumstances that may have impacted you.

8. References

Please provide the names and contact information for three references. Include at least one person with whom you have worked in a committee that is described in your cover letter or part of your CV. These references will be asked to provide examples and evaluations for the following criteria:

1. Your ability to work constructively within a consensus-based decision-making process and foster consensus among peers working within a committee.
2. Your ability to take initiative.
3. Your reliability in meeting timelines and in delivering products.
4. Your ability to demonstrate sound judgement.