

NON-GOVERNMENT SCIENCE MEMBER ON THE COMMITTEE ON THE STATUS OF ENDANGERED WILDLIFE IN CANADA (COSEWIC): CALL FOR EXPRESSIONS OF INTEREST

Expressions of interest are invited from those wishing to serve as Non-government Science Member of the Committee on the Status of Endangered Wildlife in Canada (COSEWIC). The term of the position is 4 years.

Requirements: *In this search, we are seeking individuals who have significant expertise in the flora and fauna of Canada and demonstrated knowledge of conservation biology of species at risk. Essential skills include experience in applying Indigenous Knowledge and Science to conservation planning and decision making, and/or some combination of knowledge of population ecology, population genetics, biogeography, or the effects of various threats on wildlife populations.*

Diversity matters: *COSEWIC is committed to having a skilled and diversified membership representative of the population we serve, 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 6) provides an opportunity to clearly state if you identify as a member of any of these groups. **Please feel welcome!***

There are four Non-government Science Members on COSEWIC. They contribute their expertise to the work of the Committee. Like all other members of COSEWIC, the Non-government Science Members perform their duties independently and do not represent the position of any organization or special interest group. Non-government Science Members generally are members of communities *other* than federal, territorial or provincial government departments, agencies or crown corporations.

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.

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.

In addition to Non-government Science members, COSEWIC is made up of:

- Members from jurisdictional (provincial, territorial and federal) agencies
- Co-chairs of the Aboriginal Traditional Knowledge Subcommittee;
- Co-chairs from Specialist Subcommittees for each taxonomic group that is treated by COSEWIC;
- Early Career Members.

Non-government Science Member Duties

The Non-government Science Members' responsibilities include:

- reviewing and providing feedback on draft species status reports for all taxa covered by the COSEWIC process, and on other COSEWIC documents;
- meeting in person for Species Assessment Meetings (normally twice annually), for discussions and voting on species status recommendations and operational decisions;
- participating in working groups that carry out special projects or functions such as information gathering and synthesis, recruitment, communications, and the review, development or formalization of operations and procedures.

Non-government Science Members 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. Non-government Science Members 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. Non-government Science Members 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.

Meeting Travel

Travel expenses incurred by Non-government Science Members within Canada are covered by Environment and Climate Change Canada. **For a Non-government Science Member 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

Expression of Interest

We ask both new and incumbent applicants 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 on COSEWIC. Specific gaps in representation will vary through time. If you wish, please include a clear self-identification in section 6 of your application if you identify as, for example, a woman, Indigenous person, person with a disability, racialized person, person of diverse sexual orientation and/or gender, or person in another under-represented group, 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 Non-government Science Member” to the COSEWIC Secretariat at cosewic-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, 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 cosewic-cosepac@ec.gc.ca.

APPLICATION TEMPLATE

1. Knowledge and Education Background

State your education and relevant biological science/ecological knowledge background. This could encompass, for example, 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 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 broad knowledge of Canadian flora and fauna, and your primary area of taxonomic expertise.

For example: I have 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 in Ontario. I am familiar with most bird species in eastern Canada, as well as many plants and some lichens.

3. Specific Requirements

In this search, we are seeking individuals who have significant expertise in the flora and fauna of Canada and demonstrated knowledge of conservation biology of species at risk. Essential skills include experience in applying Indigenous Knowledge and Science to conservation planning and decision making, and/or some combination of knowledge of population ecology, population genetics, biogeography, or the effects of various threats on wildlife populations.

For example: I have an excellent knowledge of the ecology of northern plants, lichens and animals, having participated in several Nunavut caribou surveys and related vegetation monitoring, which fits well with the specific requirements outlined in the Call for Expressions of Interest.

4. Facilitation and Management Skills

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

For example: From 2003-2005, I chaired the Nunavut Tardigrade Working Group. I organized and led three meetings per year of this eight-member Working Group 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.

5. Scientific Writing, Reviewing, 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.

6. 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 applicants into account in their evaluation of the applications, and can 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 due to 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.

7. 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.a