



Water Quality Specialist

Position: Water Quality Specialist
Type: Full-Time, Fixed Term Contract, **REMOTE**
Duration: Approx. 3 years
Location: 1-367 Woodlawn Road W., Guelph, Ontario

About OSCIA

The Ontario Soil and Crop Improvement Association (OSCIA) is a unique not-for-profit farm organization with a significant presence in all agricultural areas of Ontario and across major sectors. OSCIA's mission is to facilitate responsible economic management of soil, water, air, and crops through the development and communication of innovative farming practices. The Department of Research and Knowledge Transfer supports this mission by administering applied research initiatives and sharing results with members and the industry.

The Ontario Soil and Crop Improvement Association (OSCIA) are seeking a highly motivated **Water Quality Specialist (Remote)** to lead critical research and analysis initiatives focused on agricultural edge-of-field (EOF) water quality. This role involves robust data screening, quality control, and analysis of phosphorus load-reducing best management practices (BMPs), along with the development of scientific publications and accessible frameworks for water quality data governance. The successful candidate will collaborate with conservation professionals, researchers, and government staff to drive knowledge transfer, enhance BMP implementation, and support Ontario's conservation and agricultural sustainability goals.

Primary Duties & Responsibilities

- Deliver comprehensive data screening and quality control from historical and ongoing agricultural edge of field (EOF) datasets, where phosphorus load-reducing best management practices (BMPs) have been applied;
- Robust interrogation of the BMPs implemented at EOF sites as they relate to rates of phosphorus loss and the relationship of those rates with other management approaches, and environmental conditions;
- Lead the conceptualization and writing of multiple (2-3) scientific papers;
- Development of an accessible framework of best practices for water quality data governance, data processing, and analysis to enhance the work of other conservation industry professionals and researchers engaged in Ontario's conservation sector;
- Collaborate with Research and Knowledge Transfer staff, government and conservation authority staff, and academic researchers to support analysis;
- Support data management, tracking, and reporting performance measures and program deliverables for applied research programs and grants;
- Support the knowledge translation and transfer of research outcomes to project stakeholders, conservation industry professionals, and Ontario farmers;
- Other duties as assigned.

Qualifications

- Doctoral degree in environmental science or related field (e.g. geography, hydrology, etc.). Candidates with a research-based master's degree with commensurate work experience relevant to the above responsibilities will be considered;
- Demonstrated ability to prepare analysis-ready water quality datasets, including: knowledge of best practices for quality control, methods for interpolating tile and overland flow data, climate data, and water quality parameters (i.e., DRP, TP, TSS, NO3);
- Knowledge of statistics and data science methods to validate BMP impacts on water quality changes in these systems;
- A strong understanding of typical agricultural operations for tile-drained field crop systems in Ontario, and relevant agricultural BMPs;
- Expertise in any of the following areas is considered an asset: soil physics, soil health, climate science, and/or agricultural economics;
- Technical writing skills demonstrated by the authorship and publication of multiple scientific journal articles and white papers;
- Proficiency in computer programs including all Microsoft applications, data visualization and statistics software (R or Python), and database programs (WISKI and SQL);
- Understanding of data sharing and security principles, and experience navigating sensitive data;
- Proven ability to work independently and collaboratively within a team, providing innovative and creative contributions and seeking opportunities for improvement;
- Demonstrated attention to detail, effective time management, and strong organizational skills that include setting priorities, and meeting deadlines;
- Valid Driver's License as occasional travel may be required.

Behavioural Competencies

- **Adaptability:** Be flexible and dynamic in a changing work environment while maintaining effectiveness.
- **Ethical Behaviour:** Align personal behaviours with OSCIA's core values and code of conduct.
- **Relationship Development:** Build and maintain positive working relationships internally and externally.
- **Effective Communication:** Communicate clearly, precisely, and timely using appropriate tools.
- **Client Focus:** Anticipate and respond to client needs, delivering high-quality service.
- **Teamwork Development:** Collaborate effectively with others to resolve challenges and meet goals.
- **Initiative:** Assess and independently initiate tasks.
- **Decision-Making:** Evaluate situations to make clear and timely decisions.
- **Time Management:** Set priorities, develop schedules, and meet deadlines.
- **Problem-Solving:** View challenges as learning opportunities to improve future results.
- **Cultural Competence:** Work effectively with trust and inclusivity across diverse departments.
- **Foster Sustainability:** Contribute to improving rural Ontario's agricultural viability and sustainability.
- **Continuous Learning:** Engage in professional development and personal growth opportunities.

What We Offer

- A collaborative, constructive, and dynamic work environment.
- The ability to make meaningful contributions to leading-edge agricultural programming.
- **Remote work opportunity**
- Progressive policies to support work-life balance and professional development.
- A competitive salary commensurate with experience.

Location: 1-367 Woodlawn Road West, Guelph, Ontario

Applications may be submitted to hr@ontariosoilcrop.org.

Thank you for your interest in this position!

ACCESSIBILITY STATEMENT (AODA IN ONTARIO)

OSCIA is committed to providing a barrier-free work environment in concert with the provincial guidelines for accessibility (Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code, Ontario Only). As such, OSCIA will make accommodations available to applicants with disabilities upon request during the recruitment process.

HUMAN RIGHTS STATEMENT

OSCIA strives to ensure that its employment practices are free from direct and indirect discrimination and is committed to upholding the human rights of those participating in the hiring process. In pursuit of this commitment, OSCIA will not condone or tolerate any acts of discrimination or harassment under any of the grounds protected under human rights legislation. This commitment extends to the hiring process and throughout the course of employment.