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| Job Title: | Aquatic Ecologist |
| Reports to: | Biodiversity Specialist, Biodiversity Unit, ESHSD |
| Location: | Dorjilung HPP Site at Mongar/Lhuntse |
| Office: | ESHSD, Dorjilung Hydropower Project (DHPP) |
| Function: | Sustainable management and protection of aquatic ecosystems by assessing impacts, designing mitigation measures, monitoring biodiversity, and ensuring compliance with environmental standards. |
| Employment Type: | Contract |
| Job Summary: | Has a key role in ensuring that aquatic biodiversity is monitored, conserved, and enhanced in alignment with the BMP objectives. |
| Key Responsibilities: | |
| <ol style="list-style-type: none"> 1. Provide technical guidance for the conservation of aquatic biodiversity. 2. Oversee implementation of aquatic-related mitigation and net gain measures. 3. Support the design, monitoring, and adaptive management of the fish hatchery and fish passage systems. 4. Lead the implementation of the Migratory Fish Catch-and-Release Protocol. 5. Guide the setup, operation, and monitoring of the Fish Hatchery, ensuring conservation-focused rearing of native species. 6. Assist with fish species selection, hatchery design reviews, and brood stock management plans. 7. Design and implement a long-term aquatic monitoring program across the Kurichhu, including fish population surveys, habitat quality assessment, and water quality monitoring. 8. Support eDNA studies to determine the true distribution of range-restricted or potentially endemic fish species. 9. Monitor fish survival, reproduction, and health post-release from hatchery. 10. Conduct seasonal assessments of fish migration behavior and habitat use. 11. Train local staff and fisheries personnel in hatchery operations, monitoring protocols, and biodiversity conservation. 12. Work with the Biodiversity Unit, fisheries biologists, the Department of Fisheries, and local communities to integrate traditional ecological knowledge with scientific research. 13. Liaise with monasteries and conservation stakeholders involved in aquatic biodiversity conservation. 14. Any other works assigned from time to time. | |
| Functional Dimensions Contextual Information: | Internal: The job requires effective working relationships at all levels of employees within organization for biodiversity and environmental matters. |

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| | <p>External:</p> <p>Work closely with the relevant RGoB agencies, communities, contractors and NGOs to ensure that the works are executed in compliance with the relevant rules and regulations in practice.</p> |
| <p>Key Performance Measures:</p> <ul style="list-style-type: none"> • According to Employee Appraisal System (EAS) and Team Appraisal System (TAS) targets. • Achievement of yearly and periodical targets. • Accurate assessment of aquatic biodiversity and impacts of the project on ecosystems. • Adherence to environmental standards and delivering clear, timely reports. • Any other measures as determined by Management. | |
| <p>Qualifications, Key Skills and Competencies:</p> | |
| <p>Qualification:</p> <p>Minimum of B.Sc/M.Sc or higher in Aquatic Ecology, Fisheries Science, Conservation Biology or a related field through a regular (full-time) program.</p> | <p>Key Skills and Competencies:</p> <ul style="list-style-type: none"> • At least 5 years of experience in aquatic biodiversity research, river ecology, or hatchery management. • Familiarity with fish migration studies, eDNA methods, and ecological monitoring protocols. • Experience working in the Himalayan region or tropical mountain rivers is an asset. • Demonstrated ability to work collaboratively with government, research institutions and communities. |