

Contract Opportunity:

Principal Canadian Liaison, Continental Wildlife Partnerships

Canadian Wildlife Partners, in collaboration with the Canadian Wildlife Directors' Committee (CWDC), are seeking a full-time Principal Canadian Liaison to advocate for Canadian interests, advance waterfowl and wetland conservation goals, and support information exchange, relationship-building, and coordination among continental partners for wildlife conservation.

Location: Washington D.C., United States of America (U.S.), with flexibility for part-time work from other locations in North America, with regular travel and work in both Canada and U.S. Office space will be provided in Washington, D.C.

Start Date: January 2026 or as soon as possible thereafter

Employment Type: Full-time

Contract: 1 year with 1 year renewal subject to performance and on-going funding streams. Potential for further renewals.

About the Canadian Wildlife Partners

The Canadian Wildlife Partners are a partnership of government and non-government organizations working to advance waterfowl, wetland and upland habitat conservation across Canada, in alignment with continental goals that have been established under the North American Waterfowl Management Plan (NAWMP). The contract is also supported by the Canadian Wildlife Directors' Committee (CWDC), which is composed of senior wildlife officials from federal, provincial, and territorial governments, and provides strategic oversight and coordination on national wildlife issues.

Background

The Principal Canadian Liaison, hosted by the Association of Fish and Wildlife Agencies (AFWA) and part of their leadership team, supports Canadian and shared interests on strategic initiatives under the North American Waterfowl Management Plan (NAWMP), among other initiatives. The Principal Liaison will support Canadian participation in programs under the North American Wetlands Conservation Act (NAWCA) and provide advice and information to key bodies including the NAWMP Plan Committee, the North American Wetlands Conservation Councils (NAWCC) in Canada and the U.S., and others.

The Principal Liaison plays a pivotal role in ensuring Canada's conservation priorities and perspectives are effectively represented in cross-border conservation initiatives. Through collaboration with partners, the Principal Liaison contributes to informed decision-making on management actions and funding, helping to advance Canadian and international conservation goals. The Principal Liaison also advises and supports Canadian partners seeking to engage with U.S. organizations, by helping to build and strengthen international relationships. The Principal Liaison will contribute constructively to strategic planning processes, seeking input from Canadian partners as appropriate. The Principal Liaison will represent Canadian interests in key committees and lead communications and planning efforts among North American partners.

Position

This contract requires significant experience and technical knowledge of wildlife conservation and related government and non-government programs and priorities in both Canada and the U.S. Strong positive relationships with leaders in the waterfowl and wetland conservation space are essential to success.

Key Responsibilities:

- Liaise among Canadian, U.S. and trinational NAWMP/NAWCC committees, their Secretariats and NAWMP partners. Attend NAWMP Plan Committee meetings and support Canadian members. Attend and contribute to relevant NAWMP/NAWCC committee meetings and advance Canadian interests.
- Liaise on wildlife issues between the Canadian Wildlife Directors' Committee (CWDC) and AFWA.
- Contribute to strengthening Canadian-U.S. partnerships and help Canadian partners engage effectively with U.S. wildlife conservation organizations and processes, including in NAWCA and other grant processes.
- Share Canadian project and policy updates with U.S. stakeholders in NAWMP and other relevant fora. Provide strategic information on U.S. legislation, policies, programs, and priorities to Canadian Wildlife Partners and CWDC.
- Support funding strategies and multi-year planning for cross-border initiatives.
- Identify opportunities for constructive cooperation with Mexican partners and respond to initiatives led by Mexico, as appropriate.
- Facilitate coordination on shared wildlife issues (e.g., bird conservation, invasive species, wildlife diseases, human dimensions).
- Work with Canadian non-government conservation organizations to identify new sources of waterfowl and wetland conservation funds.
- Represent Canadian interests in AFWA and NAWMP committees and working groups, including supporting the chairs of the Fall Flights Advisory Committee and the Waterfowl Working Group, and advancing Canadian interests in other relevant committees.
- Represent Canadian interests in discussions with individual states to promote U.S. state investments in Canadian habitat conservation.
- Liaise between CWDC and International Hunter Education Associations, Canada and U.S.
- Advise on and contribute to strategic communications, human dimensions research, and reporting.

Qualifications

Education:

University degree required, a graduate degree or relevant professional certification would be an asset. At least one degree should be in ecology, biology, wildlife management/resource management, environmental science, or related field.

Experience:

- 5 years or more experience with wildlife conservation management.
- Demonstrated ability to build and maintain effective working relationships across diverse organizations, jurisdictions, and stakeholder groups, including governments at various levels.
- Proven success in collaborative environments where coordination is essential to achieving shared goals.
- Experience fostering trust and navigating complex partnerships in multi-jurisdictional contexts.
- Experience representing organizational or national interests in high-level forums, committees, or strategic discussions.

Knowledge & Skills:

- Strong understanding of Canadian and U.S. government operations, including legislative, policy, and budgetary processes. Clear understanding of Federal versus State/Provincial/Territorial jurisdiction as related to wildlife and habitat.
- Familiarity with NAWMP, NAWCA, NAWCC, migratory bird Joint Ventures, and other North American conservation frameworks.
- Proven ability to apply a strategic approach to accomplish key goals in a context of complex governance structures, identifying emerging risks and taking a proactive approach to their mitigation.
- Excellent communication, diplomacy, and judgment.
- Willingness to travel frequently within Canada and the U.S.
- Proficiency with modern technology and software tools.
- Fluent in English (oral and written)

Desirable assets:

- Ability to communicate in French and/or Spanish.
- Direct experience with NAWCA grants, either as a grantee, and/or service with NAWCC
- Experience in delivering wetland and/or waterfowl conservation
- Other supporting qualifications, such as administration, law, communications, or education.

Work Environment & Support

AFWA will provide:

- Office space in Washington, D.C.
- Cell phone with international voice and data plan
- AFWA email, network access, and IT support

Application Process

Submit **Curriculum vitae (CV) and cover letter by November 21, 2025**, to:
NAWCC (Canada) Secretariat - pnags-nawmp@ec.gc.ca

Interviews are expected to begin in early December 2025.