



Request for Qualifications
Species Expertise – Regulation 242/08 - *Endangered Species Act*

SLR Consulting (Canada) Ltd. is a member in good standing of the Ontario Waterpower Association, with its fees paid in full until December 31, 2013. James MacKay is a professional biologist employed by SLR.

Name and Qualifications:	James MacKay, M.Sc., B.Sc. (6 years experience) Nature Conservancy/MNR Reptile and Amphibian Training Workshop May 28-30, 2013. MNR Certified in the Ontario Wetland Evaluation System (OWES), MNR trained in Ecological Land Classification (ELC) for southern Ontario
Species/grouping of species for which recognition is requested	Blandings Turtle, Snapping Turtle (with the training course: all turtles, frogs, snakes and salamanders in Ontario).
Expertise and experience with Species/grouping of species	Completed the Nature Conservancy of Canada/MNR Amphibian Training Course – how to identify and properly monitor turtles, snakes, frogs and salamanders found throughout Ontario. Have carried out Blandings and Snapping turtle basking surveys, nesting surveys, and habitat surveys. Carried out frog calling surveys and salamander surveys.
Expertise and experience in the development and implementation of mitigation, effects monitoring and effectiveness monitoring plans	Assisted with the design of snapping turtle replacement habitat for Starport Marina in Orillia. Provide recommendations for mitigation and avoidance of interference with Blanding’s Turtles and Snapping Turtles for road and bridge reconstruction projects.
Expertise and experience in the hydroelectric sector	Conducted Species At Risk (SAR) screenings for the Renewable Energies Act (REA) throughout southern and northern Ontario. Conducted research and provided recommendations on the Trent Severn Waterway project that was evaluating the effects of artificial water level management of the lakes on turtle nesting and hibernation and also on potential impacts to bird nesting activities.

Curriculum vitae (max 1 page) attached.

James MacKay, M.Sc., B.Sc., ISA Certified

Arborist

Intermediate Terrestrial Ecologist
Office Location: Markham, Ontario

Years of Experience: 6 years

Project Experience

- **Terrestrial Lead** – *Blanding's Turtle Nesting Surveys, City of Burlington (2012)*. Responsible for evaluating Blanding's Turtle (SAR) habitat and carrying out nesting and basking surveys to identify potential constraints for bridge and road replacements in an urban environment. Provided mitigation and restoration recommendations.
- **Terrestrial Ecologist** – *Common Hoptree Recovery Strategy (2009-2010)*. Assisted with the development of a recovery strategy for the SAR Common Hoptree. Responsible for compiling report and incorporating feedback comments from committee sessions.
- **Lead Field Ecologist** – *Bram West Block 40-3 Environmental Implementation Review (EIR) and Municipal Class EA (2008-Present), Riverview Heights Landowner Group*. Responsible for tree health assessments and SAR surveys for Butternut. Responsible for Bobolink, Chimney Swift, and Barn Swallow habitat and nesting surveys. Currently working with the updated Endangered Species Act to ensure compliance.
- **Lead Field Ecologist** – *Southeast Collector (SEC) Trunk Sewer Environmental Assessment, York Region (2008-Present)*. Coordinated and conducted Inventories and SAR surveys for amphibians and vegetation communities including Butternut. Developed and designed small to large scale restoration projects as part of the compensation package.
- **Lead Terrestrial Ecologist** – *Class Environmental Assessment for Beaverdams Road and Power Canal (Merrittville Highway) – Niagara Region (2011-2012)*. Conducted turtle nesting and habitat surveys. Conducted Barn Swallow nesting surveys on bridge structures. SAR surveys for the endangered Butternut.
- **Lead Field Ecologist** – *Highway 7&8 Transportation Corridor Planning and Class EA Study, Ministry of Transportation (2008-Present)*. Responsible for coordinating all terrestrial field work between the Greater Stratford area to New Hamburg Area. This included SAR surveys and inventories for flora and amphibians. Carried out the impact analysis and provided recommendations to mitigation and restoration opportunities.
- **Lead Field Ecologist** – *Western Vaughan Transportation Improvements Individual Environmental Assessment, City of Vaughan (2008-Present)*. Responsible for coordinating all field work associated with the expansion of several major arterial roadways (over 40 Km). Conducted SAR surveys for amphibians and Butternut. Carried out the impact assessment of route alternatives and provided all terrestrial recommendations for mitigation and restoration.
- **Terrestrial Team Lead** – *Highway 404 Extension Queensville Sideroad to Ravenshoe Road, Ministry of Transportation (2009-2010)*. Was responsible for confirmatory ELC of vegetation polygons and additional SAR surveys for Butternut and other SAR within the preferred and alternate route selections.
- **Terrestrial Team Lead** – *Natural Heritage Impact Study – TTC York Spadina Subway Extension (2008-2010)*. Coordinated and was responsible for all field work including botanical inventories and amphibian surveys for SAR. Identified mitigation and restoration opportunities for the identified Butternut on-site.



EDUCATION

- M.Sc. Botany, University of Toronto, 2005-2008
- B.Sc., Environmental and Resource Science, Trent University, 2004

MAIN SPECIALTY

- Terrestrial Ecology
- Species at Risk

AREAS OF EXPERTISE

- SAR surveys
- Botanical Inventories
- Frog Calling Surveys
- Turtle Basking and Nesting Surveys
- Salamander Surveys
- Bobolink Surveys, Barn Swallow and Chimney Swift Nesting Surveys
- Snake Monitoring
- Restoration Plans
- Invasive species management
- Ecological Land Classification
- Natural Heritage Planning
- Project Management

ADDITIONAL TRAINING

- Nature Conservancy/MNR Amphibian Training Workshop
- MNR Certified Ontario Wetland Evaluation System
- MNR Certified Butternut Health Assessor
- First Aid and CPR

PROFESSIONAL AFFILIATIONS

- ISA Certified Arborist



global environmental solutions