

Position Opening: BSG Red List Authority Coordinator

The BSG is seeking a passionate conservationist with an eye for detail to serve as our next Red List Authority coordinator (RLAc). This is a high-level leadership position in the BSG, and we encourage any current BSG member with an interest to apply (see roles below). There are no specific qualifications other than a strong desire to be a driving force in global bear conservation. If you want to be more involved with the IUCN, and more connected to the global conservation community, this is a great opportunity for you.

Background

The BSG is responsible for global Red Listing assessments for all 7 terrestrial bears (currently 5 are Vulnerable and 2 are Least Concern), every 10 years. That means that as a Specialist Group, we are the “Red List Authority”. Each Specialist Group has a designated person to coordinate the Red Listing process, called the Red List Authority *coordinator*: RLAc.

Appointment of the RLAc is similar to BSG Chair(s) in requiring (1) nomination from the BSG Steering Committee, and (2) approval by the Species Survival Commission (SSC) Steering Committee. Upon this approval process, the RLAc becomes a member of the BSG Steering Committee, and part of decision-making for the BSG as a whole. **The position is as a volunteer** (no salary) and coincides with the 4-year terms of the IUCN network. The chief benefits are the experience, leadership recognition, networking opportunities (within BSG and across SSC), and being integral to crucial Red List assessments that inform global bear conservation.

Start Date and Time Commitment

Ideally, this position will be filled this summer, before the start of the next quadrennium in October. With the next scheduled Red Listing starting in 2026, this would give enough time for this new RLAc to get the proper SSC training.

The bulk of the work is spread over more than a year (2026 and into 2027), and mainly involves emails and some Zoom calls with Assessors (see below), and possibly some inquiries with the SSC Red List Office.

About the Role

The main role of the RLAc is to *manage* the Red List activities for the BSG and *assist* the teams in charge of the new assessments for the different species. This involves:

- helping “Assessors” (typically Expert Team chairs) in finding and using the best available data related to species status (population size and trend) and threats, and guiding them on the analyses needed;
- ensuring that Assessors are familiar with the most current IUCN Red List Categories and Criteria and updated guidelines;
- confirming that there is adequate supporting information for the listing;
- checking the accompanying status report and range map, to ensure they are up-to-date and follow IUCN guidelines;
- finding one or more reviewers to independently check the assessment;
- after the assessment is posted, periodically checking whether edits or updates are needed before the scheduled 10-year reassessment period;
- where called upon, assisting with regional, country, or population-level Red Listing (for example, the BSG previously conducted [population-level Red Listing for brown bears](#)).

Notably, the RLAc is responsible for the verification of the Red List assessment and process. This means that the RLAc is responsible for the authenticity and correctness of the listings, making sure the data, analyses, and results are sufficiently rigorous and match the criteria. An outline of the Red Listing process is shown [here](#). A summary sheet showing criteria for Threatened species is attached. More detailed information can be found in [resources](#) on the Red List website.

The assessment process, while rigorous, generally does not require high-level quantitative skills. However, if there is a need for those skills, the RLAc, with help from BSG Co-chairs and Expert Team Co-chairs, will find BSG members with relevant expertise. The RLAc is not expected to conduct these analyses, but rather to help evaluate how Red List Criteria are applied. The RLAc is essentially the most knowledgeable person in the BSG on the application of the Red List process, but does not need to possess detailed knowledge about any species (that is the job of the Assessors).

All Red List assessments, text accounts, and maps will be published by the SSC Red List Office on the [IUCN Red List of Threatened Species webpage](#). These accounts are often cited in peer-reviewed publications. Additionally, the RLAc may choose to lead or collaborate on other peer-reviewed publications that derive from these assessments.

Ideal Candidate

We are looking for someone who: (1) recognizes the Red Listing as a vital component of our conservation efforts, (2) is deeply committed to adhering to rigorous standards, (3) has a strong attention to details, (4) values science-based over opinion-based evidence (but recognizes that scientific evidence is often scarce or very incomplete), and (5) thrives working in a collaborative environment across four continents. The official SSC Terms of Reference (TOR) for the RLAc position is attached.

How to Apply

Please send an email to Karine Pigeon (karine.pigeon@gov.bc.ca) with a cover letter expressing interest and outlining some of your relevant experiences, along with your CV. Additionally, *feel free to nominate someone else for this position*. We are encouraging applicants who are not currently in a leadership position in the BSG.

Contact Karine with any questions.

Application deadline: May 5, 2025