

Jaime Grimm

Education

University of Toronto, Toronto, CA. 2021–pres.
Ph.D. Ecology and Evolutionary Biology

McGill University, Montréal, CA. 2015–2018
M.Sc. Biology

University of British Columbia, Vancouver, CA. 2012–2015
B.Sc. Major in Biology, Minor in Oceanography, with distinction

Further education

Indigenous Canada Course - University of Alberta (2019)

Making Moves: Creating Conservation Movements (2020)

Cartography - ESRI Training (2021)

Research & Work

Wildlife Conservation Society Canada, Toronto, CA. Jan.–Aug. 2021
Key Biodiversity Areas Research Associate

- Coordinating the identification, proposal, outreach and review processes for the Key Biodiversity Area (KBA) initiative.
- Planning and facilitating national and regional KBA workshops across the country, bringing together taxonomic experts and partners from governments, First Nations communities and NGOs to identify potential KBAs. (Four workshops to date, one of which was cancelled due to COVID-19.)
- Managing the outward-facing communications strategies for WCS Canada and the Canada KBA Coalition, including website and social media management, creation of content for blogs, videos, story maps and e-newsletters, interpreting and delivering scientific results to nonexperts.

Wildlife Conservation Society Canada, Toronto, CA. Feb.–Dec. 2020
Conservation Research Assistant

Wildlife Conservation Society Canada, Toronto, CA. Feb. 2019–Feb. 2020
Conservation Intern

- Responsible for administering the W. Garfield Weston Foundation Fellowships, including processing applications, creating grant agreements and reviewing reporting materials.
- Developed a new website for WCSC and maintained a social media presence for the organization, including creation of an instagram channel with now over 1,000 followers.
- Provided research support including data collection, management and analysis for various research programs at WCSC, including research on wolverine ecology in northern Ontario and monitoring waterfowl migrations in Yukon.

McGill University, Montréal, CA. Jan.–June 2018
Lab Manager, McGill Aquatic Invasive Species Lab

- Responsible for lab administration (expense reporting, equipment management and purchasing, field research permitting)

- Managed animal husbandry by coordinating and supervising assistants, writing animal care protocols and acquiring permits for international importation of exotic animals
- Acted as lab liaison for researchers, government and media, including interviews and upkeep of social media presence
- Independent research on the impacts of invasive round goby

McGill University, Montréal, CA.

Sept. 2015–Dec. 2017

Graduate Researcher (M.Sc. thesis), supervised by Prof. Anthony Ricciardi

- Collected crustaceans and fish from a variety of habitats using SCUBA, minnow traps and fyke, seine and gill nets.
- Designed and executed behavioural experiments on invasive crayfish to predict potential field impacts.
- Provided ongoing care for research animals including: preparation of appropriate nutrition, maintenance of equipment and animal habitat, breeding and behavioural observations.
- Organized the importation of exotic aquatic animals that pose a biosafety risk to the imported region by creating a CFIA AQC2 small-scale containment facility within McGill University.

Queen's University Belfast, Belfast, NIR.

June–July 2016

Visiting Research Associate

- Collaborated with Prof. Jaimie Dick on a project assessing the impacts of invasive crayfish in Europe.

City of Richmond, Richmond, CA.

May–Aug. 2015

Environmental Sustainability Intern

- Consulted on development of invasive species management strategies for novel and established pests, including a long-term monitoring program.
- Developed and presented outreach materials activities to educate the public about local ecology and sustainability.

University of British Columbia, Vancouver, CA.

Sept. 2014–May 2015

Undergraduate Researcher (B.Sc. thesis), supervised by Prof. Christopher Harley

- Implemented a research project combining observational field studies and laboratory experiments to understand the techniques used by intertidal invertebrate taxa to mitigate thermal stress.

University of British Columbia, Vancouver, CA.

May–Sept. 2014

Undergraduate Researcher, supervised by Prof. Jeannette Whitton

- Granted the UBC Summer Undergraduate Research Experience Award to lead independent research supervised by Prof. Jeannette Whitton, resulting in a published article in a peer-reviewed journal.
- Designed and executed field experiments to explore the possibility of reproductive interference between two species of the *Crepis* agamic complex.

University of British Columbia, Vancouver, CA.

May–Sept. 2014

Volunteer Field Assistant, supervised by Dr. Joanne Breckenridge

- Collected phytoplankton and zooplankton samples monthly at five sites along the Fraser River estuary to assess and model copepod abundances.

University of British Columbia, Vancouver, CA.

April 2013–May 2014

Volunteer Research Assistant, supervised by Prof. Christopher Harley

- Assisted in projects examining ocean acidification, effects on predator-prey interactions between sunflower sea stars and green sea urchins.

Peer-Reviewed Publications

- Ray, J.C., J. Grimm, & A. Olive. 2021. The biodiversity crisis in Canada: failures and challenges of federal and sub-national legal frameworks. *FACETS*. doi:10.1139/facets-2020-0075
- Grimm, J., J.T.A. Dick, H. Verreycken, J. Jeschke, S. Linzmaier & A. Ricciardi. 2020. Context-dependent differences in the functional responses of conspecific native and non-native crayfishes. *NeoBiota* 54: 71–88. doi:10.3897/neobiota.54.38668
- Hersh, E., J. Grimm & J. Whitton. 2016. Attack of the Clones: reproductive interference between sexuals and asexuals in the *Crepis* agamic complex. *Ecology and Evolution* 6(18): 6473–6483. doi:10.1002/ece3.2353

Science Communication & Media

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| When it comes to addressing the biodiversity crisis, Canada’s environmental laws fall short
<i>The Narwhal</i> | 2021 |
| Environmental laws in Canada fall short of addressing the ongoing biodiversity crisis
<i>The Conversation</i> | 2021 |
| Identifying Key Biodiversity Areas in Canada
<i>WCS Canada YouTube Channel</i> | 2021 |
| Recognizing Biodiversity Strongholds: Key Biodiversity Areas in Ontario
<i>Biodiversity Education & Awareness Network Blog</i> | 2021 |
| Key Biodiversity Areas Webinar Series - Organizer and facilitator
<i>Canadian Key Biodiversity Areas Coalition</i> | 2020-2021 |
| Taking different paths: How WCS Canada scientists have adapted to the challenges of COVID-19
<i>WCS Canada Muddy Boots Blog</i> | 2020 |
| Tracking a wilderness icon
<i>WCS Canada Story Map</i> | 2020 |
| Key Biodiversity Areas: What are they?
<i>Biodiversity Education & Awareness Network Blog</i> | 2020 |
| Working in the wild world of biodiversity conservation
<i>WCS Canada Muddy Boots Blog</i> | 2020 |
| Interview on invasive marbled crayfish
<i>Outdoor Journal Radio</i> | 2018 |

Certifications & Skills

Data management, analysis, visualization (R, ArcGIS)
 PADI Advanced Open Water and Drysuit Diver
 Pleasure Craft Operator
 WHMIS

Canadian Council on Animal Care Training
Government permitting for scientific research
Science communication (website development, ESRI story maps, social media)
Class 5 Drivers Licence

Teaching

McGill University, Montréal, CA

Teaching Assistant

Biology 540 - Ecology of Species Invasions	2018
Biology 465 - Conservation Biology	2018
Biology 305 - Animal Diversity	2016-2018

Mentorship

I have directly trained and supervised 10 students as they completed their independent research projects and/or worked as field and lab assistants

Conferences & Workshops

Key Biodiversity Areas Canada Webinar Series, On-line	2021
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Talk: Where we're at with new KBAs; session facilitator

IAGLR's 64th Annual Conference on Great Lakes Research, On-line	2021
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Invited talk: Key Biodiversity Areas to focus biodiversity conservation in Canada

Key Biodiversity Areas Manitoba Regional Workshop, On-line	2021
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Organizer

Key Biodiversity Areas Canada Webinar Series, On-line	2020
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Talk: Getting into the details: how to identify Key Biodiversity Areas

Social Science Working Group of the Society of Conservation Biology Conference, On-line	2020
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Twitter presentation: The comprehensive application of Key Biodiversity Areas in Canada

Key Biodiversity Areas Prairie Regional Workshop*, Winnipeg, CA.	2020
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*Organizer *cancelled due to COVID-19*

SciCommTO Conference (Science Communication), Toronto, CA.	2020
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Participant

Key Biodiversity Areas Freshwater Workshop, Montréal, CA.	2020
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Organizer

Transformative Politics of the Wild Workshop, Toronto, CA.	2020
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Invited Participant

Key Biodiversity Areas Yukon Regional Workshop, Whitehorse, CA.	2019
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Organizer

Key Biodiversity Areas Science Strategy Workshop, Toronto, CA.	2019
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Organizer

International Conference on Aquatic Invasive Species, Montréal, CA.	2019
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Poster: Context-dependent differences in the functional responses of conspecific native and non-native crayfishes

Canadian Conference for Fisheries Research , Montréal, CA. <i>Talk: Predicting invasive crayfish impacts using functional responses</i>	2017
McGill Conservation, Ecology, Evolution and Behaviour Retreat , Montréal, CA. <i>Organizer</i>	2016
Quebec Centre for Biodiversity Science Research Symposium , Montréal, CA. <i>Talk: Predicting invasive crayfish impacts using functional responses</i>	2016
McGill Conservation Biology Class , Montréal, CA. <i>Invited talk: Functional responses as a tool for predicting the impacts of invasive species</i>	2016, 2017
International Conference on Aquatic Invasive Species , Winnipeg, CA. <i>Poster: Crayfishes as a model system for invasions</i>	2016
Bamfield Marine Sciences Center Field Skills Workshop , Bamfield, CA. <i>Participant</i>	2014

Scholarships & Awards

Canadian Federation of Independent Grocers	2021
Natural Sciences and Engineering Research Council (NSERC) PGS-D	2021
U of T Faculty of Arts and Sciences Top (FAST) Doctoral Award	2021
U of T Entrance Award	2021
SFU Resource and Environmental Management Entrance Award declined	2020
Delise Alison Graduate Student Development Award	2017
McGill Biology Department Research Travel Award	2017
McGill GREAT Award	2017
QCBS Excellence Award	2016
McGill Biology Department Research Travel Award	2016
Natural Sciences and Engineering Research Council (NSERC) CGS-M declined	2015
QCBS Excellence Award	2015
McGill Biology Department Entrance Award	2015
UBC SURE Award	2014
Passport to Education	2010

Academic & Volunteer Service

University of Toronto Ecology and Evolutionary Biology , On-line <i>Invited panelist: NSERC panel discussion</i>	2021
STEMM Diversity at McGill , On-line <i>Invited panelist: Career panel</i>	2021
Canadian Society for Ecology and Evolution , On-line <i>Invited panelist: Pathways to careers in conservation with NGOs</i>	2021
Toronto Cat Rescue , Toronto, CA. <i>Foster Parent</i>	2019
McGill Biology Graduate Student Association , Montréal, CA.	2015-2017

Council Member

UBC Aqua Society, Vancouver, CA.

Executive Committee Member

2013-2015