



**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. Dale Leadbeater is a professional biologist employed by SLR.

Name and Qualifications:	Dale Leadbeater, B.Sc., B.Ed. MNR Certified in the Ontario Wetland Evaluation System (OWES) Curriculum designer and trainer for the Ministry of Natural Resources for Ecological Land Classification (ELC) for southern Ontario Training Course 1999-2009
Species/grouping of species for which recognition is requested	Turtles (e.g., Blanding’s Turtle, <i>Emys blandingii</i>)
Expertise and experience with Species/grouping of species	<ul style="list-style-type: none"> • Participated in telemonitoring investigations of Snapping Turtle at Lynde and Cranberry Marshes, Whitby, ON with Christine Bishop • Designed and implemented turtle habitat improvements at locations on Georgian Bay, Lake Simcoe and Trent Severn Waterway • Environmental Assessment for the Reconstruction of the Ferry Docks, Millhaven, ON. Habitat screening studies (snorkelling to observe foraging/hiberacula and land-based searches for suitable nesting habitat) for three SAR turtles. Seasonal focused surveys established the extent of habitat and recommendations for mitigation. • Oak Bay, Port Severn Ontario. Snorkelling to assess suitability of wetlands for habitat for Common Musk and Northern Map Turtle.
Expertise and experience in the development and implementation of mitigation, effects monitoring and effectiveness monitoring plans	<ul style="list-style-type: none"> • Attended MNR training workshop with respect to implementation of Regulation 242/08 – Endangered Species Act, 24 Sept. 2013. • Identified mitigation and best management practices to protect Species at Risk during residential and golf course development on Georgian Bay including homeowner manuals and contractor guidance. • Developed objectives for the Haliburton Reservoir Lakes, the North/Central sector, and the South Sector of the Trent Severn Waterway for waterpower and aquatic species protection, including Blanding’s, Map and Common Musk Turtle. • Design of turtle nesting habitat at marina on Lake Simcoe. • Monitoring of Blanding’s Turtle nest success, Raven Lake, Talbot River

<p>Expertise and experience in the hydroelectric sector</p>	<ul style="list-style-type: none">• Assess and recommend water management ranges for navigation, waterpower, aquatic resources, flood control, recreational, and aesthetic objectives for the Trent Severn Waterway from Balsam Lake to Lake Ontario• Environmental Assessment of the Ear Falls Generating Station• Ecological Land Classification of the Durham Nuclear Generating Station, Clarington, ON• Improvements to Hydro Marsh adjacent to the Pickering Nuclear Generating Station• Peer review of proposed Wanatango Falls Generating Station (Xeneca) Environmental Assessment on behalf of the Taykwa Tagamou Nation
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Curriculum vitae attached.

Dale Leadbeater, B.Sc., B.Ed

Senior Project Manager and Senior Reviewer

Biography

Dale A. Leadbeater, B.Sc., B.Ed., Senior Biologist has worked in the field of environmental assessment since 1978. Her areas of expertise include landscape ecology, vegetation community analysis and inventory, wildlife assessment, wetland evaluation and impact assessment, mitigation and restoration. She provided wildlife and vegetation inventory and input to the analysis of functional significance of units and guidelines for development for a variety of natural heritage studies. She participated in the evaluation of rare and threatened species for Durham Region by the Ministry of Natural Resources that led to the status report for plants in the GTA. She is currently engaged in an inventory of the flora of the City of Kawartha Lakes.

Assessment of listed Species at Risk and ecological communities is a critical part of the land development process to ensure due diligence and compliance with the federal *Species At Risk Act* and provincial legislation. Dale has provided solutions for management of specific listed species for projects in Port Severn, Brampton, Mississauga, Toronto, Niagara Falls, Ipperwash, Brantford, Ontario and most recently in Cardston, Alberta. The Regional Municipality of Halton Forest Plan and construction of a marina in Georgian Bay included mitigation planning for logging operations and marina construction respectively in the habitat of SAR. She co-authored a background study to the Muskoka Official Plan Review that provided a Species at Risk screening document for the use of planners.

Selected Project Experience

- *Environmental Assessment for the Reconstruction of the Ferry Docks, Millhaven to Stella, Amherst Island; 2012.* Seasonal focused surveys were undertaken to establish the extent of habitat of three Species at Risk turtles and make recommendations for mitigation.
- *Ontario Hydro, 1994.* Assessment of environmental implications of redevelopment of the Ear Falls Dam Hydro Generating Station, including social impacts.
- *Ontario Hydro, 2002.* Evaluation of potential impacts to turtles due to waterlevel fluctuations on the Dog River, Thunder Bay, Ontario.
- *Peer Review for Township of Georgian Bay, Six Mile Lake, Muskoka; 2012.* A focused survey by snorkelling was undertaken to determine the risk of occurrence of aquatic SAR, and terrestrial evaluation of habitat for bird and turtle SAR.
- *Environmental Assessment for Marina Dredge and Blasting, Port Severn, ON; 2012.* The proposed construction occurred in an area where a possible 19 rare, threatened and endangered species could occur. It was necessary to screen for possible occurrence using secondary source information, then confirm by site specific investigations for fish, turtles, snakes and plants.
- Recommendations for water level management from the perspective of turtle SAR for the Trent-Severn Waterway (TSW) water resources management study to better achieve multiple goals including hydro-electric power production and natural environmental objectives.
- *Oak Bay Golf Course, Residential and Marina Development; 2008 – 2010* Detailed field investigations were undertaken to identify threats to Eastern Foxsnake, Hognosed Snake, Common Musk Turtle, Northern Map Turtle and Snapping Turtle. A detailed wildlife management plan was prepared for use of the contractors engaged in the construction of the Marina as well as homeowners.



EDUCATION

- Bachelor of Education, Ontario Teaching Certificate
- University of Toronto, Faculty of Education
1992 – 1993
- Bachelor of Science
University of Toronto
1987 – 1992
- Bachelor of Science
University of Toronto
1971 – 1974

MAIN SPECIALTY

- Plant Ecology
- Species at Risk (Plan Herpetiles, Birds, Odonata Lepidoptera) (12 years)
- Wetland Ecology

AREAS OF EXPERTISE

- Ecological Land Classification (former instructor)
- Wetland Science
- Natural Heritage Capital Evaluation

PROFESSIONAL AFFILIATIONS

- Society for Ecological Restoration
- Field Associate of the Botany Department, Royal Ontario Museum

REFERENCES

- Ron Reinhold, Regional Forester, Halton Region
1-905 825-6000 Ext. 7279
Ron.Reinholt@halton.ca
FAX 905-825-9010
- Leslie Coats, Manager, Waterfront and Special Projects
1-416-392-1885
lcoates@toronto.ca
FAX 416-338-0685



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