

Ecologist I - Aquatic

Full-Time, Permanent

North-South Environmental Inc. (NSE) is looking for an early career ecologist with a focus in aquatic ecology (fish & fish habitat, benthic invertebrates) and some experience and interest in supporting or undertaking terrestrial ecological work, as needed. NSE's aquatic ecological services are growing, and we're excited to add this position to support this growth.

This role will report directly to our Senior Aquatic Ecologist and will be focused on field work, contributing to reports, preparing permit applications & reporting requirements, and other aspects of aquatic ecological consulting. While the core function for the role is aquatic, there will be an expectation that the individual support terrestrial ecological work. As such, individuals with a secondary area of expertise (e.g., breeding birds) or demonstrated experience supporting terrestrial ecological studies (e.g., bats, birds, amphibians, reptiles, etc.) would be great fit.

NSE is a well-established, specialized ecological, natural heritage and environmental planning consulting firm with a strong reputation within the ecological consulting industry. NSE provides high quality services to public and private sector clients, and to a lesser extent NGOs, on a wide array of environmental projects. The last several years have seen growth of our team and through an internal renewal of the business, we are excited to see growth that supports our vision and core values. As we continue down this path, we are excited to continue building our aquatic services area.

NSE's vision is a sustainable and healthy natural environment for all. This vision informs all of what we do; we strive to embody this vision in our work, our decision-making and how we operate as a business. Our mission flows from this vision: to create sustainable solutions for natural systems. This is foundational to our work. We strive to 'do good' and move the needle forward across industries by working with our clients, industry colleagues and through internal efforts. In this role you will have an opportunity to be part of this vision and shape our path through relationship building and business development, project management and senior project leadership, mentorship, leading internal initiatives and being a key participant in innovation and opportunities for the business.

RESPONSIBILITIES AND DUTIES

- Conduct background and secondary source reviews and research to inform site and landscape characterization.
- Conduct aquatic field work such as aquatic habitat assessments, fish community sampling, targeted surveys for aquatic species, fish and wildlife removals and relocations.
- Support and/or conduct (depending on skillset of successful candidate) terrestrial ecological field investigations such as bat surveys, bird surveys, amphibian calling surveys, turtle basking surveys, snake area searches, tree inventories, etc.
- Interpret mapping, satellite imagery, CAD drawings (engineering drawings), and other visual data to inform field planning, analysis and reporting.

- Support the delivery of high-quality reports and other project deliverables on time and within budget by providing technical contributions based on field work and background / secondary source information.
- Develop and apply an understanding of applicable policies and land use planning processes to fish habitat and aquatic features and areas (e.g., federal, provincial, municipal).
- Prepare permit and/or agency communication files, documentation and packages to support project activities (e.g., DFO Request for Review, Fish & Wildlife Conservation Act Permits, SARA Permits, ESA Activity Registration, ESA permitting process (e.g., Information Gathering Form, Alternatives Avoidance Form, Overall Benefit Permit Application Form)).
- Participate and provide technical contributions to a broad range of projects and areas of work such as:
 - Environmental Impact Studies/Assessments
 - Management plans
 - Environmental inspections
 - Species at Risk
 - Research & Conservation
 - Monitoring programs
- Work directly with Senior Ecologists to conduct works outlined above.
- Work in a collaborative environment where ecologists support and assist each other on an as-needed basis and consistent with the overall objective of NSE collectively providing the best service to clients.

Please note: This position requires physical work such as moving and carrying heavy items (~20lbs) sometimes for long periods or distances, strenuous activity (e.g., walking / hiking off trail), and will require work under a broad range of weather conditions (heat, rain, cold) and potential exposure to biting insects (mosquitos, ticks), poisonous plants (e.g., poison ivy, giant hogweed), and other potential hazards common to the nature of ecological field investigations. NSE has a strong health and safety culture. We strive to avoid and mitigate risks to the extent possible; however, there is inherently some risk associated with the type of work being conducted.

QUALIFICATIONS, EXPERIENCE and ATTRIBUTES

NSE's priority is to find good people. So, while an 'ideal' candidate on paper will have most or all the qualifications, experience and attributes listed below, we're looking for the best person for our team and that might mean someone who has less experience in some areas but demonstrates key traits we feel are most critical to the role and success here at NSE. That might beg the question of what success looks like in this role. To us, success is having someone who shares our vision, sees the path forward and contributes to moving our team forward thoughtfully and with initiative. For the individual, we want them to feel valued, fulfilled, and proud of what they do and what they can accomplish.

Core requirements:

- Degree in Ecology, Biology, Environmental Studies or a related field
- Critical thinking & problem solving
- Strong interpersonal skills and team-player mindset
- Initiative
- 1+ years' experience in related position(s)
- Experience with and interest in conducting field work, including travel for work when required
- Resilient and flexible within a work environment with changing priorities, workload, and deadlines
- Fluent in the use of standard Microsoft Office suite software, Adobe acrobat
- G Class Ontario License and reliable access to a vehicle in good working order

Knowledge of and/or experience with the following:

- Aquatic habitat assessment, fish survey methods
- Identification of Ontario fishes
- Knowledge of and/or experience conducting impact assessment for aquatic habitat and species
- Basic knowledge and / or exposure to conducting terrestrial ecological field investigations
- Knowledge of relevant legislation, policy documents and acceptable field survey protocols in aquatic ecology including fish surveys
- Knowledge of and/or experience reviewing or preparing recommendations for mitigation measures and protections for construction and development
- Knowledge of and/or experience assessing fish passage and design requirements associated with various species groups
- Knowledge of and/or experience with habitat restoration and enhancement for aquatic species

Attributes of a strong candidate:

- Organized
- Detail oriented
- Strong problem-solving, critical thinking and trouble-shooting skills
- Ability to manage multiple tasks and deadlines in parallel
- Strong verbal and written communication

The following are considered assets:

- Class 2 Backpack Electrofishing training + comfort leading electrofishing activities
- Experience reading and understanding engineering / construction drawings (CAD drawings)
- Experience and demonstrated skill in terrestrial ecology (e.g., breeding bird surveys, etc.)

REMUNERATION

Ecologist I positions have an anticipated salary range of \$50,000 - \$70,000 per annum based on a 37.5 hour work week. Salary offered will be based on experience and overall alignment with the role as posted.

In addition to base salary, NSE offers the following:

- Employer-paid Extended Health Benefits (eligible after 3 months of employment)
- Competitive vacation offerings
- Annual professional development - up to 37.5 hours and financial support for approved professional development activities
- Employee Recognition Program
- Potential for bonusing - NSE has an annual bonus program based on company and individual performance

LOCATION

NSE's office is in Cambridge, ON. Field work equipment and materials are located at our Cambridge office and this position will require that the successful candidate pick-up / drop-off equipment to the office to perform their duties.

NSE accommodates different work arrangements to support an individual working comfortably and efficiently where it can be accommodated within their assigned roles, responsibilities and duties. All staff are expected to come into the Cambridge office approximately once per week, unless an alternative arrangement is agreed to in writing between an individual and NSE. This in-office requirement has been set out to maintain communication and collaboration and is paired with collaborative learning opportunities to ensure these in-office times provide value to both the individual and NSE.

HOW TO APPLY

Interested individuals are encouraged to submit a resume and covering letter to: Erin Reibel, Office Administrator ereibel@nsenvironmental.com. Covering letters should be addressed to Robyn Leppington, Sr. Aquatic Biologist

We welcome and encourage applications from people with disabilities, consistent with being able to fulfill the duties of the position. Accommodations are available on request for candidates taking part in all aspects of the selection process.

WANT TO LEARN MORE ABOUT NSE?

Follow us on LinkedIn and check out our website for more information about us, our projects and our team. Please feel free to connect!

www.nsenvironmental.com