

Ecologist II

Level: Intermediate / Mid-Career

Full-Time Permanent Position

This position is ideal for someone who identifies as a terrestrial, wetland ecologist or generalist. This individual may have a particular area of strength (e.g., birds, botany), but has a good overall knowledge of, and comfort conducting, a range of surveys across multiple taxa. In this role, you will participate in a broad range of field surveys, prepare technical reports, undertake review and interpretation of natural environment policies, provide technical input to peer reviews, mentor and support junior staff and more.

An ideal candidate is observant and curious, thinks critically, and asks good questions. This individual will also have strong interpersonal skills, experience working in a team, and understanding of natural heritage legislation and policies and their interpretation for preparation of a range of environmental and natural heritage studies (e.g., natural heritage planning, environmental impact studies, natural area management plans, etc.).

We'd love to hear from you if you're ready to take on an intermediate role, **or** if you already are in an intermediate role and looking to find somewhere you can work closely with senior members to hone your project management and proposal writing skills to advance your career into a senior ecologist role.

WHY CONSIDER NSE?

NSE is on a path of continual improvement. Not change for the sake of change (that gets real tiring, quick) but recognizing that through ideas - be they from someone on the team or an external source, and continuing to ask, 'is there a better way?' - is how we learn, support our staff and feel rewarded in the work we do.

Our people are very important to us. As a small business, each member of our team has a meaningful impact, and we respect this as well as the individual. We continue to review how we work, strive to provide balance, and continue to develop a people-focused approach. We recognize that there are always ways to be better, and we regularly explore the next step on this path.

NSE invests in its people through on-project and one-on-one mentoring opportunities, professional development, peer-to-peer learning, collaboration and teamwork. NSE invests in making what we do better by internally investing in projects that help move us and our industry forward.

We have a strong history and are excited for our future. NSE was established in 1999 and has been providing high quality services to public and private sector clients, and to a lesser extent with NGOs, on a wide array of environmental projects for 25+ years. We are proud of this history and the contribution we've made, but we are focused on NSE's future, and where we and the industry are headed. We look forward to welcoming a new member to the team as we continue this work.

RESPONSIBILITIES AND DUTIES

- Implement and coordinate field programs, for example: breeding bird surveys, reptile surveys, amphibian breeding surveys, vegetation surveys, tree inventories, ELC surveys, wetland evaluations (OWES), and bat surveys.
- Undertake all aspects of SAR assessments.
- Technical project roles, including:
 - Background collection and review of existing literature/reports
 - Field surveys (planning and execution, directing others)
 - Quality control
 - Technical analyses
 - Policy interpretation, conformity assessment and implementation
 - Report preparation
- Supporting and/or leading portions of projects consistent with the overall objective of NSE collectively providing the best service to clients
- Demonstrating good professional judgement, curiosity and avoiding 'blindness' in conducting your work (i.e., seeing the connections between things)
- Preparing Health and Safety plans and ensuring that health and safety is a priority for yourself and those around you.
- Mentoring and training of other staff
- Delivering high quality reports and other project deliverables on time and within budget across a range of project types such as natural heritage planning and standards development, tree inventories and management plans, species inventory and species at risk surveys, natural areas management plans, biodiversity assessments, environmental impact studies, and more.
- For interested individuals, opportunities to develop or participate in project management, proposal writing, etc. are available.

QUALIFICATIONS, EXPERIENCE and ATTRIBUTES

Degree in Ecology, Biology, Environmental Studies or a related field is required.

A minimum of three (3) years' experience with core tasks associated with field ecology. The successful candidate must have proven ability to identify flora and fauna of southern Ontario.

Demonstrated knowledge and experience in:

- Knowledge of relevant legislation, policy documents and acceptable field survey protocols
- Sound knowledge of Ontario species and habitats
- Current arborist certification (preferred) or ability to recertify or become certified (acceptable)
- Excellent communication and interpersonal skills
- Demonstrated problem-solving skills
- Candidates must possess excellent written and oral communication skills, time management skills, and be fluent in use of standard Microsoft Office software.

Attributes of a strong candidate:

- Organized
- Detail oriented
- Problem-solving / solutions-oriented
- Ability to work independently and within a team
- Resilient and flexible within a work environment with changing priorities, workload and deadlines
- Ability to adjust schedule to accommodate project needs and protocol requirements (with appropriate planning); and
- Strong verbal and written communication.

REMUNERATION

Pay will be commensurate with experience and capability. General salary ranges are provided as guidance. Salaries are based on a standard 37.5-hour work week.

Ecologist II: \$70,000 - \$90,000

NSE offers employer paid benefits, competitive vacation, professional development, and time banking for time above standard work hours. This position is overtime eligible. NSE also offers annual bonuses at all staff levels.

You also get to work with an amazing team who truly supports one another. While not part of a 'compensation' package, in our experience it's an important part of enjoying what you do and where you do it.

HOW TO APPLY

Interested individuals are invited to submit a resume and covering to: info@nsenvironmental.com

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

Unfortunately, our office is not currently accessible (we are located on the second floor, with no elevator access). We are happy to discuss options for accommodation.

Follow us on LinkedIn and check out our website for more information about us, our projects, and our team.

www.nsenvironmental.com