

# Ecologist I

Level: Early Career

## Full-Time Permanent Position

We are looking to have an early career professional with an interest in terrestrial ecology (botany, wildlife) join NSE. In this position you will be engaged on a variety of projects in a technical role including supporting or leading a range of ecological field surveys, data management and quality control, report preparation, etc. Technical work will be primarily focused on terrestrial ecology but there will be some opportunity to support aquatic ecological field surveys (fish & fish habitat) from time to time.

Field identification skills for commonly occurring species by sight, sound, and spoor (e.g., plants, birds, amphibians, insects) will be important to success in this role. As such, individuals with skills in these areas - obtained through personal effort, educational opportunities, volunteer work, work experience or a combination thereof - will be preferred. NSE will support career and skills development through professional development activities to assist individuals in developing or honing their skills in technical field identification and other areas for career advancement.

Strong interpersonal skills, organization & attention to detail (e.g., field note and map preparation) are key attributes for this role. The position requires some flexibility to accommodate field survey schedules and conditions (i.e., for seasonal activities, time-of-day specific surveys, weather dependent field work timing, etc.) and project deadlines.

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## 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 had, 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.

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## RESPONSIBILITIES AND DUTIES

- Conduct ecological field surveys. These are anticipated to include some or all the following:
  - Ecological Land Classification (ELC)
  - Botanical Inventory
  - Tree Inventory
  - Amphibian Calling Surveys
  - Breeding Bird Surveys
  - Bat Surveys
  - Owl Surveys (call playback) (winter)
  - Raptor Surveys (winter)
  - Winter wildlife Survey
- Detailed and organized recording of field observations:
  - Photographic record
  - Mapping (mark-up)
  - Field survey data collection (via tablet and field forms as appropriate for survey type)
- Communication with senior team members (e.g., Project Managers, Senior Ecologists) and other team members to coordinate field work, complete check-in / check-out (field safety protocols), support health & safety, etc.
- Support report preparation and provide input to technical writing, upon request
- Deliver high quality services on time and within budget
- Drive in personal vehicle to conduct site visits.

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## QUALIFICATIONS, EXPERIENCE and ATTRIBUTES

The successful candidate will have a degree (nearing completion or complete) in Ecology, Biology, Environmental Studies or similar field. We welcome applicants with demonstrated experience and knowledge through related work experience (preferred), personal interest / effort, course work and/or volunteer positions where these experiences demonstrate how the applicant can be successful in the position.

Applicants must be eligible to work in Ontario. This position requires fieldwork under a range of conditions (weather, terrain, etc.) and carrying equipment.

The successful applicant will have strong knowledge of / skills in:

- Field identification for commonly occurring species in one or more ecological areas (e.g., botany, birds) (higher identification levels will be preferred, but NSE will mentor to assist in this development)
- Relevant and accepted field survey protocols for a range of wildlife groups
- Ontario species and habitats, including Species at Risk

The successful candidate will possess the following attributes:

- Critical thinker
- Growth mindset
- Problem-solving / solutions-oriented
- Organized
- Resilient and flexible within a work environment with changing priorities, workload and deadlines
- Strong verbal and written communication
- Good interpersonal skills

The following are considered assets:

- Experience in ecological / environmental consulting
- Experience with:
  - Ecological construction support works, coordinating/liasing with contractor
  - Land development (e.g., environmental impact studies)
  - Permitting support (Species at Risk, Conservation Authority Act, Scientific Collectors Authorizations, etc.)
- Other skills complimentary to or with opportunity to be applied to what we do / how we work - tell us what they are and how you see them as an asset for NSE!

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## 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 I: \$50,000 - \$70,000

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.

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## HOW TO APPLY

Interested individuals are invited to submit a resume and covering to: [info@nsenvironmental.com](mailto:info@nsenvironmental.com)

We welcome and encourage applications from people with disabilities, consistent with being able to fulfil the duties of the position. Accommodations are 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 a second floor, no elevator access). We are happy to discuss options for accommodation.

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

[www.nsenvironmental.com](http://www.nsenvironmental.com)