

Intermediate – Senior Planning Ecologist

Full-Time Permanent Position

This position is ideal for someone with an understanding of ecological principles, and a keen interest in natural heritage planning, policy, and process. In this role you will focus on projects such as peer reviews of ecological reports, natural heritage policy review and recommendations, developing standards and guidance for natural heritage planning and management, management planning for natural areas and more.

This role is geared towards individuals with a strong background in natural heritage planning, or someone with an ecology / geography / environmental background with a strong interest in policy, planning and management of natural heritage systems.

An ideal candidate is proficient at interpreting policy, enjoys working with the 'bigger picture' and understands the systems-based approach to natural heritage planning; they are a critical thinker, think laterally, and have strong emotional intelligence. Strong communication skills will be important for success as this role will include writing in support of various deliverables (communications, reports, etc.) and engaging with clients, stakeholders, and Indigenous communities through projects. Other important characteristics include being curious (continuous learning and interest in understanding the 'why'), identify the key or critical issues, organization, and attention to quality.

Generally, we see this as an intermediate-senior level position. However, our primary goal is to find the right person (core strengths), as such the final 'level' has some flexibility. We welcome applications from intermediate to senior-level professionals who feel they are the right fit.

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.

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 20+ 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. NSE has a strong reputation in natural heritage planning and management, and we look forward to welcoming a new member of the team as we continue this work.

POSITION IMPACT

Through this role, the successful candidate will be engaged in planning processes, natural areas management planning and other projects which will have a lasting impact on the natural environment. Planning decisions made today will continue to impact our communities for decades, and beyond. A critical piece to ensuring objectives for the natural environment are met through the planning process is having knowledgeable people doing good work through these processes.

RESPONSIBILITIES AND DUTIES

- Work with senior ecologists to ideate and prepare reports and other deliverables on projects such as:
 - Peer reviews
 - Management plans
 - Natural heritage systems
 - Natural heritage policy reviews & recommendations
 - Guidance documents for natural heritage management (e.g., EIS guidelines)
- Coordinate and provide support to project managers for project activities and day-to-day project operations. Degree of responsibility will be based on experience and demonstrated ability. Ideally, the role will include or develop substantial responsibility for coordination of projects, timelines, and deliverables.
- Policy interpretation, assessment of gaps, jurisdictional scans & best management practices
- Impact assessment, mitigation, and decision-support
- Support and/or lead preparation of proposals (commensurate with experience) including scope of work development (tasks), budget preparation, coordination of sub-consultants / liaise with external lead firms and other consultants.
- Support project and proposal resource management (e.g., staff, equipment, etc.)
- Support internal operational processes and activities (e.g., data management, budget tracking, billings, etc.)
- Performing tasks on time and within budget.
- Participation in NSE company meetings and activities.
- Some opportunity to support field work will be available. Participation will be based on interest of the successful candidate (i.e., it is not required and is not a core function of this role).

QUALIFICATIONS, EXPERIENCE and ATTRIBUTES

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

Experience with and/or demonstration of skill within core tasks identified above is required. 3+ years of applied experience is preferred, but we are open to any level where key strengths are clearly demonstrated. This role does not require field-identification skills. Understanding of ecological principles, key legislation, significant species and their habitats, and understanding of their significance to projects is vital to the role. More detailed information on qualifications, and attributes are provided below.

Preferred candidates will have demonstrated knowledge and experience in:

- Interpretation and application of relevant environmental legislation, policy documents
- Natural heritage planning and management
- Understanding of acceptable field survey protocols
- Coordinating project components, managing timelines and project deliverables
- Contributing to or preparing proposals (scope of work, budget)
- Report writing, and ideally writing for a broad range of audiences.

Attributes of a strong candidate:

- Critical thinker
- Solutions-oriented
- Organized
- Resilient and flexible within a work environment with changing priorities, workload, and deadlines
- Ability to manage multiple projects and deadlines.
- Excellent verbal and written communication, and
- Fluent in the use of standard Microsoft Office suite software, Adobe acrobat.

The following are considered assets:

- Experience in ecological / environmental consulting
- Experience with:
 - Natural heritage / natural environment peer reviews
 - Permitting support (Species at Risk, Conservation Authority Act, Scientific Collectors Authorizations, etc.)
 - Report preparation for projects such as management plans, stewardship plans, public education signage or documentation and similar.
- Other skills complimentary to or with opportunity to be applied to what we do / how we work are welcome (e.g., coding skills, visual arts / design).

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.

Planning Ecologist II: \$65 - \$85 K

Senior Planning Ecologist I: \$85 - \$110K

NSE offers employer paid benefits, competitive vacation, professional development, and time banking for time above standard work hours.

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. 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.

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

www.nsenvironmental.com