

Senior Ecologist I

Full-Time, Permanent

North-South Environmental Inc. (NSE) is looking for a senior ecologist to join our team. This role is an ideal fit for a mid-career ecological / natural heritage professional interested by the opportunity to work at a specialized ecological and natural heritage focused firm to deliver high quality work. This might be a lateral step to feel greater impact, or an opportunity to move your career forward. Your existing professional experience may be as an ecologist, biologist or similar role with a consulting firm, conservation authority or municipality.

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.

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.

QUALIFICATIONS, ATTRIBUTES and EXPERIENCE

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 ahead 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
- 8+ years' experience in related position(s) and / or demonstrated progression in responsibility and complexity of work.
- Exceptional critical thinking & problem solving
- Strong interpersonal skills and team-player mindset
- Strong writing skills for various report types and audiences
- Attention to detail, consistency and standards
- Initiative

Demonstrated knowledge and/or experience in:

- Being a task manager, team lead or project manager on broad range of project types
- Being a senior technical contributor and/or senior technical reviewer on a broad range of project types
- Interpretation and application of relevant legislation, policy documents and industry accepted field survey protocols
- Proposal writing, work scoping and / or budget preparation
- Maintaining client relationships and client communication / liaison
- Managing multiple projects and budgets, and meeting deadlines
- Fluent in the use of standard Microsoft Office suite software, Adobe Acrobat

Attributes of a strong candidate:

- Exceptional problem-solving, critical thinking and trouble-shooting skills
- High degree of professionalism
- Resilient and flexible within a work environment with changing priorities, workload and deadlines
- Organized
- Excellent verbal and written communication
- Someone who values the time and contributions of others

The following are considered assets, but not required for the role:

- Preparing witness statements, providing expert witness advice and expert witness testimony at hearings
- Experience undertaking peer reviews for ecological / natural heritage studies

RESPONSIBILITIES and DUTIES

The information below is based on general anticipated duties. There is opportunity to shape the role to fit the strengths of the successful candidate and enhance the existing complement of senior staff and leadership.

- Act as project manager or coordinator for a variety of projects (or project components) commensurate with experience and interests. These may include private and / or public sector projects such as:
 - Environmental Impact Studies/Assessments
 - Peer reviews
 - Management plans
 - Environmental inspections
 - Conservation & Species at Risk
 - Monitoring programs

- Lead and/or participate in field work, commensurate with experience, interest and area of specialty¹
- Coordinate and mentor junior staff to support an atmosphere of continuous learning
- Potential to provide expert advice and participate in hearings as an expert witness
- Support business management activities commensurate with experience, interest and opportunities as they arise
- Prepare proposals, reports (write and/or review), etc.
- Work in a collaborative environment where project managers 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.
- Deliver high quality deliverables on time and within budget

REMUNERATION and COMPENSATION

Senior Ecologist I positions have a typical salary range of \$85,000-\$115,000 based on a 37.5-hour standard work week. Salary offers will be commensurate with experience and capability.

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 hrs and financial support for approved professional development activities
- Employee Recognition Program
- Bonusing - NSE has an annual bonus program based on company and individual performance

LOCATION

NSE's office is in Cambridge, ON. We encourage individuals from other locations in Ontario to consider a position with NSE.

NSE accommodates work arrangements that support an individual working comfortably and efficiently where it can be accommodated within their assigned roles, responsibilities and duties. This includes a choice to be primarily 'in the office' or 'primarily remote' (i.e., from home).

All staff are expected to come into the Cambridge office approximately once per week, unless an alternative arrangement is agreed to in writing between the individual and NSE. This in-office requirement has been set out to maintain communication and collaboration and is paired with collaborative learning and mentorship opportunities to ensure these in-office times provide value to both the individual and NSE.

¹ Field work is not anticipated to be a core function of this role. Opportunities to undertake field work will be based on individual interest and technical aptitude.

Shared field equipment (i.e., excluding individually assigned field gear) is stored at the Cambridge office location. Collection and return of equipment to the office will be required, as needed to accommodate field work.

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 Shannon Catton, Senior Ecologist.

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