

# Intermediate Ecologist

## Full-Time Permanent Position

This position is ideal for someone who identifies as a terrestrial generalist. This individual may have a particular area of strength (e.g., birds), 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 (e.g., EIS), undertake review and interpretation of natural environment policies, provide technical input to peer reviews, and more.

An ideal candidate is observant, 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 environmental studies.

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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.

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. We look forward to welcoming a new member to the team as we continue this work.

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## 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), bat surveys.

- Undertake all aspects of SAR assessments.
- Technical project roles, including:
  - Background collection and review of existing literature/reports
  - Flora and fauna field surveys (planning and execution)
  - Data management
  - Technical analyses
  - Policy interpretation, conformity assessment and implementation
  - Report preparation
- Supporting and assisting other project managers on an as-needed basis and consistent with the overall objective of NSE collectively providing the best service to clients
- Mentoring and training of other staff
- Delivering high quality reports and other project deliverables on time and within budget

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## QUALIFICATIONS, EXPERIENCE and ATTRIBUTES

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

A minimum 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
- 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:

- Highly organized;
- Detail oriented;
- Resilient and flexible within a work environment with changing priorities, workload and deadlines;
- Ability to adjust schedule to accommodate timing windows for wildlife surveys; and
- Excellent 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: \$65 - \$85 K

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.

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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)