

Job Description

Position Title: Senior Biologist I

Reports To: Senior Biologist II+

Hours and Location: Full-time (or as agreed-to) – In office, Remote, and Field Work

Position Summary

The Senior Biologist I focus on projects involving research and/or assessments of terrestrial, freshwater, and/or marine ecosystems. Senior Wildlife Biologists I will use their experience and expertise to support organizational business development through staff mentoring, project and budget development, research and data collection, quality control and assurance, and working with Indigenous communities, government bodies, and another clientele.

Responsibilities (may include):

- **People Management**
 - Provide guidance, training, mentoring, and direction to new and intermediate staff members, including in-office and field work
 - Mentor junior staff and foster a collaborative, high-performance team
- **Fieldwork/Project Work**
 - Lead and manage diverse projects focused on wildlife, vegetation, wetlands, and terrestrial ecosystems
 - Coordinate field teams and logistics for exciting fieldwork across BC, Alberta, and beyond
 - Analyze data, prepare reports, and ensure projects meet provincial and federal standards
 - Travel for fieldwork, with trips lasting up to 10–12 days at a time.
 - Client management including meeting coordination, summaries, and communications
 - Data management and analysis, including the safe and proper handling of data
 - Project management including client contact, budgeting, scheduling, and coordination
 - Conducting fieldwork and coordinating project logistics, including scheduling staff, liaising with site contacts, and planning field trips
 - Overseeing fieldwork, ensuring safety and effectiveness
 - Preparing project work, including logistics and communications
 - Providing project updates to internal and external stakeholders
 - Reporting on project development/timelines/outcomes
 - Collecting data/information through desktop work and fieldwork
 - Making sound decisions based on client needs and desired outcomes
 - Problem solving and change management as it relates to project/field work
- **Business Development**
 - Business development including preparing budgets and scopes of work
 - Preparing (developing and reviewing) project proposals, reports, plans and other communication tool)
 - Develop proposals, build client relationships, and contribute to business growth

The list of duties and responsibilities described above is not intended to be all-inclusive and may be expanded/modified from time to time as required by the organization's needs.

Knowledge, Skills and Abilities

- **Soft Skills**
 - Ability to deliver complex projects
 - Ability to work independently and cooperatively within diverse teams to achieve personal, group, and organizational goals
 - Strong interpersonal and leadership skills
 - Effective communication skills; both written and oral
 - High level of emotional intelligence and the ability to work in challenging social situations
 - Proven ability to build and maintain lasting relationships with internal and external stakeholders
 - Sound judgment and decision-making abilities
 - Strong attention to detail
- **Legislation and Job Specific Skills**
 - Excellent analytical/quantitative skills
 - Expertise in biophysical surveys and protocols
 - Strong foundational knowledge of taxonomy and ecology of flora/fauna of Western Canada, and culturally and/or traditionally important managed species
 - Strong project management skills; including preparing proposals, data collection, and final reporting
 - Proficient with developing and maintaining data/information management systems
 - Proposal and budget development skills
 - Experience with 4x4 trucks including driving with trailers
 - Knowledge and safe use of LGL Assets: e.g., GPS Unit, Boats (Inboard and outboard), Quads, ATVs, ARGOS
 - Indigenous cultural awareness and familiarity with Indigenous communities and customs in British Columbia, including in-depth understanding of Treaties (as applicable)
 - Knowledge of Provincial Government wildlife management processes and policies
 - Knowledge of regulatory matters (federal, provincial)
 - Proficient in MS Office programs, GPS/Avenza Mapping, Google Suite, R programming, SQL (as required)

Qualifications and Experience

- Master's degree in science or resource management (a combination of education and professional experience will be recognized in the absence of a master's degree)
- **RPBio (BC) or PBIOL (AB) designation (or eligibility)**
- 5+ years of experience as a biologist, with increasing levels of responsibilities
- Deep knowledge of western and northern Canadian ecosystems (and taxa)
- 3+ years of project management experience
- 5+ years of professional and/or consulting experience in rugged field conditions an asset
- Valid driver's licence (Class 5) and clean driver's abstract