

Source: **BC Hydro**  
Job Title: **Environmental Specialist (Wildlife Lead)**  
Job Number: **BCH-R-6590-221116E1**  
Job Location: **Burnaby, British Columbia, Canada**

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Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

## **JOB DESCRIPTION**

### **Duties:**

The successful candidate will have the strategic lead on and potentially a full-time role on wildlife/vegetation mitigation and monitoring programs for the Site C Clean Energy Project. After the Site C project is complete in approximately 2025, the position will continue to provide subject matter expertise to broader BC Hydro operations and projects assuming the wildlife team lead role in the Environment Land Program department.

The Site C program covers multiple wildlife and vegetation related mitigation and monitoring programs from concept and design phases through to construction and long-term effectiveness monitoring. The scale and breadth of these topics combined represents a world class level of scope and complexity. The role also includes reviewing and responding to contractor submissions to ensure regulatory requirements are being met and managing a technical committee with Regulatory Agency representatives who are reviewing and modifying the mitigation and monitoring programs.

This position will have the strategic lead on the following Site C Clean Energy Project activities:

- \* Developing and maintaining various wildlife/vegetation mitigation and monitoring programs required by the Site C Environmental Assessment Certificate and Federal Decision Statement.
- \* Management of programs to address regulatory requirements.
- \* Annual work and budget planning, leadership of the wildlife/vegetation mitigation and monitoring programs for Site C.
- \* Managing the requirements of the vegetation and wildlife Technical Committee, an inter-agency committee established under the Site C Conditional Water License and managing any program scope changes required by this Committee.

- \* Managing budget, quality, safety and coordination for multiple on-site contractors that are delivering monitoring and mitigation programs. Managing the long-term workload forecast and budget/scope management for these programs.
- \* Providing expert environmental technical and regulatory advice within Site C and BC Hydro and liaises internally and externally with other environmental specialists and regulatory agencies in the investigation and resolution of technical and regulatory problems and the application of new or special environmental methods as they relate to Site C.
- \* Contributing to the overall success of all Site C mitigation and monitoring programs.
- \* Actively participating on the work of industry associations, and technical societies related to the area of specialty.
- \* Developing and fostering strong, effective relationships with First Nations, regulatory agencies and key non-governmental or stakeholder organizations.
- \* Contributing to a senior role within the Site C Environmental Compliance, Mitigation and Monitoring team and may from time to time deliver mentorship, advice, and guidance to help develop other team members.

The position will ultimately be responsible for the Environment Land Program wildlife team lead duties including:

- \* Bringing a solid understanding of and experience with the relevant legislation, guidelines and current practices for wildlife and terrestrial biodiversity.
- \* Leadership and planning for a team of professionals including budgeting, scheduling, work assignment, reporting and administrative controls.
- \* Researching the environmental and regulatory components of major and emerging issues, liaises internally and externally with other environmental specialists, regulatory agencies and stakeholders to formulate innovative approaches to solve the most complex, unusual or difficult environmental problems.
- \* Works independently in the technical specialty and is accepted as an environmental technical expert in the industry, with recommendations involving long range plans or significant resources referred to management for approval.
- \* Management of consultants and contractors including cost control, contract management, coordination of quality assurance and peer review and monthly tracking of invoices, progress, forecasts, variances, scope and reporting and deliverables.
- \* The specialist may be requested to chair or participate in internal or external meetings, working groups or steering committees to address environmental or regulatory issues and to address seminars and conferences.
- \* Actively participates on the work of industry associations and technical societies related to the area of specialty.
- \* The successful candidate will develop and foster strong, effective relationships with regulatory agencies and key non-governmental or stakeholder organizations.

**Qualifications:**

- \* A degree or post-graduate degree in the biological sciences, preferably with a focus on wildlife biology and/or terrestrial ecology.
- \* Is a registered Qualified Environmental Professional in the Province of BC.
- \* Registration as a professional Biologist
- \* A solid understanding of and experience with the relevant legislation, guidelines and current practices for wildlife and terrestrial habitat management and impact assessment.

- \* A minimum 10 years of experience in a relevant environmental field including experience in implementation and data collection in the field research and scientific study, investigative techniques, report preparation and project management.
- \* A comprehensive understanding of issues relating to wildlife/vegetation management, in a regional, provincial and federal context and demonstrated experience leading small to large scale projects throughout all project phases including those undergoing EA or CEAA review.
- \* Advanced technical writing skills, preparation of technical reports, including reports for regulators and senior level management, and status reports.
- \* The ability to manage, liaise and negotiate with contractors, regulators, stakeholders and First Nations on matters having a bearing on wildlife and terrestrial issues.
- \* The ability to provide recommendations to all project disciplines on matters having a bearing on wildlife and vegetation issues.
- \* An awareness of and interest in BC Hydro's strategic direction, environmental policy and programs.
- \* The ability to communicate with strong verbal and written communication skills technical information in public meetings, consultation or hearings.
- \* Demonstrated, published, and recognized technical ability related to field research programs, regulatory processes.
- \* Excellent facilitation skills and demonstrated leadership abilities.

## **ADDITIONAL INFORMATION**

- \* A condition of employment for this position is to maintain your Class 5 Driver's License in good standing.
- \* The preferred headquarter location for this role is in Burnaby at Edmonds with the requirement to go to the Vancouver office on Dunsmuir through 2025 however we may be open to other headquarter locations depending on operational requirements and workspace availability and this can be discussed further through the selection process.
- \* Please note some travel will be required in the role. It is expected there will be occasional travel with overnight trips.
- \* Please note this is a FTR P4 M&P opportunity and will be posted concurrently.
- \* Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.

## **How to Apply**

Interested candidates should submit their applications online at [https://app.bchydro.com/careers/current\\_opp.html](https://app.bchydro.com/careers/current_opp.html) by **November 30, 2022**.

[Click here](#) to access the job posting or visit the [BC Hydro "Current Opportunities" Careers page](#) to view and apply for jobs.

**You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.**

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

We're always looking for exceptional people to bring new ideas, fresh thinking and the motivation to help shape the electricity system in B.C. It's an exciting time to be a part of our team as we invest in our system and prepare to meet the challenges of tomorrow.

Our values guide our work. Want to join us?

- We are safe.
- We are here for our customers.
- We are one team.
- We include everyone.
- We act with integrity and respect.
- We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at [Recruitmenthelp@BCHydro.com](mailto:Recruitmenthelp@BCHydro.com).

BC Hydro has a COVID-19 Vaccination Policy that requires employees to have a full series of COVID-19 vaccine and provide proof of vaccination on request. This Policy is currently suspended but may resume at BC Hydro's discretion. While the Policy is suspended, all new employees are required to disclose their vaccination status to BC Hydro.

#### Flexible work model role definitions

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Our four role types identify the degree of flexibility an employee could have to work from home based on the type of work they do. The flexibility for an individual job is up to the manager for each position and the operational requirements. Employees also have the right to work full-time from the office if they prefer. All of our roles require at least some in-person time.

- IBEW/Field – No option to work from home
- Resident – Works primarily (4+ days per week) in the office.
- Hybrid – May be able to work from home up to 3 days per week.
- Remote – Works from home 4+ days per week