



# Aquatic & Terrestrial Habitat Scientist

Classification: OGC 1 to OGC 4: PEA Membership

Office Location: Victoria or Fort St John

Salary: OGC 1: \$53,575 - \$61,138  
OGC 2: \$63,889 - \$72,908  
OGC 3: \$75,460 - \$86,592  
OGC 4: \$89,623 - \$102,844 Permanent Full-Time, 35 hour work week.  
An additional 27% Job Family Market Multiplier will be added to the posted salary.  
An additional 3% Location Allowance will be added to posted salary for northern location.

Note: Candidates will be placed in the OGC Classification Level as established, through job evaluation of a specific set of duties and responsibilities assigned to a position and based on the combined education and experience of the candidate.

## Who We Are:

The BC Oil and Gas Commission (Commission) is the Province of B.C.'s single-window energy resources regulator. The Commission is a Crown agency with a mandate to ensure both the environment and public safety are protected, and those with concerns have the opportunity to have their voices heard in the sustainable development of British Columbia's energy resources.

## About the Job:

The Aquatic & Terrestrial Habitat Scientist is the Commission's expert regarding aquatic and terrestrial biology and provides technical and scientific support internally and externally on topic areas of wildlife management, aquatic habitat, ecosystem management, cumulative effects, and reclamation in the context of the Commission's mandate. The position is responsible for the Commission's implementation of regulatory requirements under the Environmental Protection and Management Regulation (EPMR) and for ensuring implementation of relevant government policy with the Commission. These responsibilities include review of technical reports submitted for oil and gas activity applications, such as mitigation plans or current condition assessments.

The Aquatic & Terrestrial Habitat Scientist engages with Indigenous groups, industry, and other stakeholders on various aquatic and terrestrial-related questions, issues, and regulatory aspects. This position works closely with technical and management staff, internally and across government Ministries, participating on working groups when required, and ensures the Director, Environmental Stewardship, and other Commission staff are aware of related policy development and regulatory implications.

A detailed list of accountabilities, education and experience is outlined in the job description.

**How To Apply:** Submit through [www.bcogc.ca/careers](http://www.bcogc.ca/careers) before the closing date of 25 November 2022 at 11 pm.

If you are excited about this role and joining us, we encourage you to apply. Applicants should review the education and experience listed in the job description and clearly articulate how their work experience and skills are aligned with the requirements. An eligibility list with a duration of 6 months may be established.

**What We Offer:**

The Commission is proud to be an equal employment opportunity employer. We do not discriminate based on the protected grounds under the Human Rights Code. The Commission is committed to providing reasonable accommodations for the removal of barriers for qualified individuals. If you need assistance or accommodation, please let us know. We acknowledge and respect the many Indigenous Territories and Treaty areas, each with unique cultures, languages, legal traditions and relationships to the land and water, which the BC Oil and Gas Commission's work spans. We also respectfully acknowledge the Métis and Inuit people living across B.C.

If you require any assistance or require more information, you may contact us at: [ogc.recruitment@bcogc.ca](mailto:ogc.recruitment@bcogc.ca) or call 250-419-4474.

Employment with the Commission is conditional on employees being fully vaccinated against COVID-19 and providing proof of vaccination to the Commission upon request.

POSITION TITLE:	Aquatic & Terrestrial Habitat Scientist	POSITION #:	573856
DIVISION:	Resource Management & Stewardship	CLASSIFICATION:	OGC 1-4
Program Area:	Responsible Development & Stewardship	LOCATION:	VIC/FSJ/KEL
SUPERVISOR'S TITLE:	Director, Environmental Stewardship	POSITION #:	573930
SUPERVISOR'S CLASSIFICATION:	Management Band B	LOCATION:	Victoria

The BC Oil and Gas Commission (Commission) is the Province of B.C.'s life-cycle energy resources regulator. The Commission is a Crown agency with a mandate to ensure both the environment and public safety are protected, and those with concerns have the opportunity to have their voices heard in the sustainable development of British Columbia's energy resources.

As a cost recoverable, values driven organization, we prioritize safety, stewardship and Indigenous interests throughout the full project lifecycle – from exploration to reclamation – and support the transition to clean energy. The Commission is committed to reconciliation with Indigenous Peoples, honouring the Provincial commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the *Declaration on the Rights of Indigenous Peoples Act*, and the Truth and Reconciliation Commission's (TRC) Calls to Action. Through fostering respectful and collaborative relationships with Indigenous partners and stakeholders, the Commission delivers on Government's priorities.

The Commission has an innovative forward-thinking workplace that demonstrates our core values. Through continuous improvement and development, the Commission is agile and responsive to the rapidly changing environment in which we operate. We are diverse and inclusive, with transparency, innovation, and integrity as the foundation of our respectful culture.

### Job Overview

Reporting to the Director, Environment Stewardship, the Aquatic & Terrestrial Habitat Scientist (Scientist) is the Commission's expert regarding aquatic and terrestrial biology and provides technical and scientific support internally and externally on topic areas of wildlife management, aquatic habitat, ecosystem management, cumulative effects, and reclamation in the context of the Commission's mandate.

The position is responsible for the Commission's implementation of regulatory requirements under the Environmental Protection and Management Regulation (EPMR) and for ensuring implementation of relevant government policy with the Commission. These responsibilities include review of technical reports submitted for oil and gas activity applications, such as mitigation plans or current condition assessments.

The Scientist engages with Indigenous groups, industry, and other stakeholders on various aquatic and terrestrial-related questions, issues, and regulatory aspects. This position works closely with technical and management staff, internally and across government Ministries, participating on working groups when required, and ensures the Director, Environmental Stewardship, and other Commission staff are aware of related policy development and regulatory implications.

## Accountabilities

- Provides recommendations and implements actions on processes and procedures essential to the Commission's role for the protection and management of aquatic and terrestrial habitat values in relation to the Oil and Gas Activities Act, the Environmental Protection and Management Regulation, and other relevant acts and regulations.
- Provides expert recommendations to address questions and complaints, including recommendations for field- and office-based reviews and assessments.
- Provides expert advice and/or professional decision-support respecting permit applications, compliance and enforcement actions, or other Commission decisions related to aquatic and terrestrial habitat management.
- Maintains up to date knowledge respecting relevant science and technology advancements and potential practical applications for regulation of oil and gas development in Northeast BC and other regions of the province.
- Supports academic research pertinent to informing issues or concerns relevant to the Commission's mandate.
- Fosters and maintain working relationships with various government agencies including, the Ministry of Environment, Ministry of Forests, Ministry of Land and Water Resource Stewardship, and Ministry of Energy Mines and Low Carbon Innovation, as required to manage or inform cross-agency responsibilities respecting aquatic and terrestrial habitat management.
- Utilizes a variety of environmental data, support research, or monitoring to inform the Commission's performance respecting aquatic and terrestrial habitat management and restoration.
- Provides expert information in response to external inquiries through engagement with industry, professionals, First Nations, members of the public, government agencies, and research organizations and academia.
- Works and collaboratively with other Commission subject matter experts on cross-disciplinary matters.
- Manages contracts related to Commission's environmental initiatives as required.
- Leads, coaches, and mentors a team of specialists to support the branch and divisional planning and work.
- Performs other related duties and assumes as determined.

## ORGANIZATION CHART

Commissioner, Chief Executive Officer

Executive Vice President, Resource Management & Stewardship

Vice President, Responsible Development & Stewardship

Executive Director, Responsible Stewardship

Director, Environmental Stewardship

**Aquatic and Terrestrial Habitat Scientist (Topic Position)**

## EDUCATION AND EXPERIENCE REQUIREMENTS

### Education:

- Degree in biological sciences, natural resource management or related field and at least 5 years of progressive and varied experience in habitat management, wildlife biology, cumulative effects analysis and management, and/or restoration; or an equivalent combination of education and relevant experience.
- Registration in good standing or eligible for registration as professional with the College of Applied Biologists AND one of BC Institute of Agrologists (P.Ag.) or Association of Engineers and Geoscientists of BC (EGBC).
- Candidates must be eligible to join the PEA union. Members comprise the Government Licensed Professionals chapter and include engineers, foresters, geoscientists, agrologists, geologists and more. These individuals report to their respective licensing boards to ensure a high level of professionalism in the delivery and management of our public services and resources. Engineers or Geoscientists in-training with directly relevant experience may be considered.

### PEA Positions at the Commission

- Candidates will be placed in the OGC Classification Level as established, through job evaluation of a specific set of duties and responsibilities assigned to a position and based on the combined education and experience of the candidate. Once appointed, employees enter into a career progression ladder and may progress by meeting defined deliverables and demonstrated development as they perform the duties and meet the competency requirements at the next level.

**Experience:**

- Proven technical and operational experience and knowledge of the components of aquatic and terrestrial habitat management, planning, protections, regulations, policy, systems and analysis for British Columbia;
- Proven experience identifying, assessing, and evaluating environmental data/information to support relevant decision-making processes within the BC natural resource sector;
- Proven experience with the development of science-based environmental policies and procedures;
- Proven experience building effective working relationships with a broad spectrum of stakeholders such as senior representatives of the public sector, industry, First Nations and community/special interest groups;
- Experience working in, and with, science-based legislation, regulations and policies that pertain to the protection of aquatic and terrestrial habitat, preferably in the oil and gas industry, and exposure to other legislation that affects land and resource management;
- Experience with the principles of administrative law and their application to statutory decision-making;
- Experience with project management practices and tools.
- Working technical knowledge related to cumulative effects, restoration and reclamation of industrial disturbances, First Nations environmental concerns in BC context is preferred
- Experience with oil and gas technical and operational development (full life-cycle activities) and associated potential aquatic and terrestrial habitat impacts on the land base is preferred.

**KEY COMPETENCIES**

**Problem Solving:** uses critical thinking skills to solve problems and achieve effective solutions.

**Communication:** consistently demonstrates excellent written and verbal communication skills.

**Develop and Leverage Relationships:** is the ability to build exceptional relationships using superior interpersonal skills to develop trust with diverse stakeholders and to facilitate productive working relationships.

**Results Orientated:** the ability to surpass a standard of excellence (striving for improvement, achievement, continuous improvement).

**Process Improvement:** proactively identifies process improvements and takes appropriate steps to implement them



**November 3, 2022**

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Date

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Laurie Welch, Executive Director  
Responsible Stewardship