



Biologist

Overview

Are you someone with strong leadership and technical capabilities? Do you enjoy building relationships and working collaboratively in a team environment with both internal and external stakeholders? Are you a thoughtful leader, a trusted advisor and a problem solver? If you enjoy entrepreneurship and innovation, this opportunity is for you! As someone with excellent communication skills and business acumen, you will thrive in our fast-paced and agile environment.

Your Opportunity

We are looking to expand our growing team and are seeking an **Intermediate Biologist** to join our existing talent base of environmental scientists, biologists, planners, and engineers in our **Richmond, BC office**.

The ideal candidate will join our multi-disciplinary Environmental Sciences group, bringing their diverse experience in project and client management, regulatory permitting and approvals, combined with a proficiency relevant to aquatic or fisheries ecology. This position will be largely focused on clients in the Lower Mainland region and will require a technical proficiency in the development and execution of field programs and regulatory approvals in aquatic and riparian ecosystems including wetlands. As an Intermediate Biologist, you will be responsible for developing and fostering healthy client relationships, managing projects, technical report writing, and leading a dynamic team of biologists, environmental scientists, and technologists. The ideal candidate is a passionate and motivated individual who is flexible, innovative, solutions-focused, and is able to work both independently and collaboratively in a fast-paced consulting environment.

Responsibilities

What your day will look like

Technical Development (45%)

- Lead regulatory approvals acquisition under the BC *Water Sustainability Act* (including submissions with the BC Oil and Gas Commission), *Fisheries Act*, *Riparian Areas Protection Regulation*, and BC *Wildlife Act*
- Lead the development of environmental investigations, environmental management plans including research, field work, and technical report writing

Project Management & Design (45%)

- Scope, plan, develop, and implement field programs with a focus on the aquatic environment component for a variety of natural resource, municipal, land development, and infrastructure projects
- Manage the design and delivery of independent and supporting biological studies and programs, with an emphasis on aquatic and riparian ecosystems
- Liaise with public and private sector clients, government review and approval agencies, sub-consultants and community representatives

- Coordinate project team activities, provide direction to project team members and contribute to development of staff
- Subcontractor management
- Promoting a strong health and safety culture

Business Development (7%)

- Build client relationships through client communications, preparation of proposals, and business development activities
- Collaborate with staff across Canada for the purposes of project delivery, client relationship development, and opportunity/project research
- Undertake business travel, as required

Learning & Development (3%)

- Continued development of self, including both technical skills and business acumen
- Contribute to the career development of less tenured staff, including technical direction, training recommendations, coaching, and mentoring
- Contribute to Dillon's corporate profile through active participation in professional associations and committees

Qualifications

What you will need to succeed

- A M.Sc. degree is preferred; an undergraduate degree with relevant experience will be considered. Preference will be provided for degrees in aquatic biology, ecology, or environmental sciences
- 5 to 7 years' professional work experience in environmental consulting and/or related work experience
- Membership as a Registered Professional Biologist (R.P.Bio.) with the BC College of Applied Biology or immediately eligible
- Certification in Riparian Areas Protection Regulation will be considered an asset
- Certification with the Erosion and Sediment Control Association of BC will be considered an asset
- Valid Class 5 BC Drivers' License

Experience

- Knowledgeable and experiences with provincial and federal environmental legislation, regulations, policies, guidelines, and regulatory permitting and approval requirements
- Experience with local Lower Mainland region municipal government bylaws and policies related to land development and environmental protection
- Experience in the preparation of regulatory applications and submissions
- Experience in watercourse assessment, wetland evaluation, and riparian areas assessments
- Strong understanding and experience with the application of Best Management Practices to environmental compliance and effectiveness monitoring programs
- Excellent technical writing skills
- Strong project schedule and financial management skills
- Experience interacting directly with clients to execute project delivery
- Experience engaging and/or working with stakeholders and communities, including Indigenous communities considered an asset
- Ability to coordinate technical professionals
- Proficiency in proposal preparation and presentations

- Excellent oral and written communication, critical thinking, organizational and interpersonal skills
- Commitment to project quality and capability of meeting project deadlines
- Interest in the business aspects of consulting and employee ownership

Why choose Dillon

Dillon is powered by people who are technically proficient, passionate about socially important projects, and motivated to deliver superior, tangible results. We strive to remain at the forefront of technology and innovation, and are empowered to continually grow and develop.

We live our **core values**:

- Reliability: words that result in actions build trust;
- Achievement: do the work to hit the target;
- Continuous development: always learning; always adapting; always growing;
- Creativity: discover new possibilities;
- Courage: do the things that matter, especially when it's hard;
- Inclusiveness: enabling belonging to draw strength from our differences.

In addition, we offer:

- **Employee share purchase plan**
 - Dillon is 100% employee owned and share ownership is open to all full-time regular employees.
- **A competitive compensation package**
 - Comprehensive health benefits
 - Generous retirement savings plan
- **Flexible work hours and remote working options**
 - We offer a variety of flexible work options to help balance the competing demands of work and personal life.
- **Learning and Development opportunities**
 - As a knowledge-based business, the organic growth of our knowledge and skills occur through our work performance and roles. The creation and sharing of knowledge allows us to take local knowledge to scale, capture lessons learnt through experience, and continuously improve service delivery. The development of self and others is an evident and measured core behaviour within our organization.
 - We use a composite approach to development including coaching to build the how, mentoring to share lessons, advising to round out perspectives, and co-creation of knowledge through internal, and learning opportunities.
- **Focus on Innovation**
 - The ability to anticipate, examine, and adopt new and innovative solutions is a crucial driver for the continual and progressive advancement of our business performance. In our culture, people are empowered to reflect and question current practices and seek forward looking solutions to today's problems and tomorrow's opportunities.
- **Employee and Family Assistance Program (EFAP)**
 - A variety of EFAP tools and online resources to support well-being are available to all employees.

- **Wellness Subsidy**

- Our employees can take advantage of wellness subsidy that can be put towards expenses for a variety of health and/or wellness related activities such as gym membership, purchase of home fitness equipment, yoga classes and dance classes

About Dillon

Dillon is a proudly Canadian, employee-owned, professional consulting firm specializing in planning, engineering, environmental science and management. We partner with clients to provide committed, collaborative, and inventive solutions to complex, multi-faceted projects. With 20 offices and more than 900 employees across Canada, Dillon offers a wide range of services related to building and improving facilities and infrastructure, protecting the environment, and developing communities.

Now operating for over 75 years, we continue to strive for excellence in everything we do. Dillon has been listed as one of **Canada's Best Managed Companies** for the past 14 years and has the distinction of having achieved Platinum Club member status in this program.

Employment Equity, Diversity & Inclusion at Dillon:

Dillon is committed to the principles of employment equity, inclusiveness, and diversity within our organization. We strive to achieve a workplace where opportunities are based on skills and abilities and that respects and values differences.

Inclusion is more than a word to us, it is the way we choose to run our business.

We encourage you to connect with us at accommodation@dillon.ca if you require accommodation in the interview process. We would love to hear from you!