



Fish Habitat Restoration/Offsetting Specialist

Location

North Vancouver/New Westminister, BC

Description

Hatfield is recognized as one of BC's Top Employers as well as Canada's Top Small and Medium Employers for 2022. With close to 50 years of environmental consulting experience, our work culture focuses on scientific excellence, professional development, a fun and inclusive environment, and providing flexible work arrangements including hybrid work options and a biweekly earned days off program. In addition, we have a flat organizational structure, and a friendly, accessible, and down-to-earth management team that truly cares about employee career progression.

We are seeking a permanent full-time Fish Habitat Restoration/Offsetting Specialist, based out of our North Vancouver or New Westminister office. The successful candidate will have a passion for the freshwater aquatic environment and possess a deep knowledge and understanding of works affecting fish and fish habitat, associated applicable environmental legislation, best management mitigations, and demonstrated ability to identify and present effective strategies to efficiently navigate relevant permitting requirements. They will have a solid technical grounding in the design and implementation of fish habitat offsetting projects, preparing and implementing fish habitat effectiveness monitoring programs, experience conducting inventories for fish including species-at-risk, carrying out baseline studies, and performing environmental overview assessments

Responsibilities:

- Manage the fisheries and aquatics components of Hatfield assessment, monitoring, and regulatory permitting projects under the requirements of local, provincial, and federal environmental regulations.
- Develop and implement fish habitat restoration and offsetting components for a portfolio of Hatfield projects.
- Acting as primary client contact; preparation and submission of all necessary design/report documents; meetings/presentations with/to clients and regulators/interest groups; scheduling; and budgets (development and tracking); providing technical expertise on environmental protection and environmental permitting, assessment, and monitoring.
- Evaluate fisheries and aquatics programs and provide technical expertise related to survey design according to published standards/guidelines and Hatfield standard operating procedures for, but not limited to fish and fish habitat baseline surveys, mark-recapture surveys, effectiveness monitoring of restoration/offsetting projects, species at risk assessments, and riparian vegetation inventories.
- Mentor and advise junior technical staff.



- Participate in business development activities that will include actively promoting Hatfield's services to potential clients, strengthening existing corporate relationships, preparation of technical and financial proposals, and client negotiations.

Education and Experience:

- Undergraduate degree or higher in an appropriate field of study and a relevant professional designation or eligible to apply.
- A minimum of 5 years relevant experience in BC.
- Registered (or eligible) as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology.
- Technical experience with fish and fish habitat, including fish habitat restoration and offsetting, and associated riparian and aquatic features.
- Experience managing and designing studies, and writing baseline reports, mitigation and management plans, and impact assessments.
- Experience on highway, road, interchange, and bridge projects is desirable.
- Experience with Ministry of Transportation and Infrastructure, TransLink, Municipalities and Engineering Firms is considered an asset.
- Experience engaging and working with Indigenous communities is desirable.
- Experience and success in working in large, multi-disciplinary teams.
- Experience operating in a dynamic consulting environment that requires flexibility and teamwork.

Other Assets/Skills:

- Ability/interest to work in the field, occasionally in remote locations.
- Field skills in the following areas: fish and fish habitat baseline surveys, mark-recapture surveys (e.g., PIT and VIE tagging), effectiveness monitoring of restoration/offsetting projects, species at risk assessments, and riparian vegetation inventories. Experience with wildlife and wildlife habitat baseline surveys considered an asset, but not required.
- Proficient with federal, provincial and municipal regulatory and permitting aspects of infrastructure developments and submission of environmental permit applications (e.g., *Fisheries Act* and *Water Sustainability Act*).
- Providing trusted environmental input during initial site visits, and to conceptual, functional, detailed and IFC engineering designs, as well as input to tender procurement packages, with a focus on fisheries and aquatics.
- Ability to provide high-level environmental overview, insight and input across multiple technical disciplines is considered an asset.
- Client management and interface and managing or leading client or stakeholder consultations.
- Excellent problem-solving skills.
- Analytical skills applicable to study design and statistical analysis of environmental data.

Hatfield is committed to employment equity and workplace diversity. We strive for equity, inclusiveness and diversity, irrespective of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression or disability.



To apply, please submit your cover letter and CV describing your experience and salary expectations in confidence through the online form or email: resumes@hatfieldgroup.catsone.com (no phone calls please). Please indicate “Fish Habitat Restoration/Offsetting Specialist” in your subject line. Due to the volume of applicants, only short-listed candidates will be notified but we will retain your resume for any future openings.