



Terrestrial/Wildlife Lead

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 Terrestrial/Wildlife Lead, based out of our North Vancouver or New Westminister office. The successful candidate will be a technically strong individual to provide leadership to our growing wildlife group, which works on a variety of projects in Canada's western provinces. The candidate must have extensive knowledge of environmental consultation including the assessment process for small and large projects, associated regulatory/permitting needs, mitigation and monitoring requirements for wildlife species of concern. Ideally the candidate has in-depth knowledge of Alberta's environmental approvals and assessment process for large projects, and experience in wildlife habitat reclamation planning and implementation for large projects.

Responsibilities:

- Manage Hatfield's wildlife staff, distributed across offices in British Columbia and Alberta. Duties will include:
 - Mentoring;
 - Helping oversee overall company resourcing for vegetation- and wildlife-specific tasks;
 - Supervising technical work including baseline characterizations, field surveys and habitat suitability modeling for species of concern including those at risk provincially and/or federally;
 - Ecosite mapping;
 - Impact assessments;
 - Environmental effect monitoring; and
 - Planning for habitat compensation and restoration.
- Manage a portfolio of projects to meet local, provincial, and federal environmental regulations pertaining to wildlife and vegetation including invasive species. Duties will include:
 - Primary client contact;
 - Meetings/presentations with/to client, regulators, and interest groups;
 - Preparation/management of subconsultant contracts when needed;
 - Review/preparation and submission of client deliverables;
 - Development and tracking of project schedules and budgets; and



- The general provision of sound, technical guidance throughout the life cycle of a project.
- Collaborate with other discipline leads when required, including hydrologists, geoscientists, social scientists, engineers, and other project specialists to implement multi-disciplinary projects.
- Lead field surveys at times (e.g., when there is a need to train/mentor staff), potentially in remote locations for extended periods of time.
- Participate in business development by supporting the partners and senior managers during meetings with potential clients; contributing to the vegetation and wildlife components of proposals (i.e., preparing budgets and detailed work plans); and helping maintain key client relationships.
- Participate in the development and implementation of marketing activities, and Hatfield's broader company initiatives as required by the partners.
- Liaise with Hatfield senior managers and partners regarding financial and human resource management issues.
- Ensure compliance with Hatfield's Health and Safety Management Plan, the law, and client health and safety plans by verifying that wildlife staff have up-to-date First Aid and other training requirements and certifications, and by reviewing field health and safety planning.

Education and Experience:

- Minimum of an undergraduate degree in biological sciences.
- Minimum of five years managing environmental components of projects in various sectors, at a senior level.
- Registered (or eligible) as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology.
- Minimum of three years managing a portfolio of environmental assessment, monitoring, and permitting projects.
- Experience with the environmental protocols and regulations of at least one municipality; familiarity with pertinent best management practices and environmental impact assessment methodology.
- Experienced at incorporating ecosystem/habitat and wildlife protection measures into project planning and development processes.
- Experience operating in a dynamic consulting environment that requires leadership, flexibility, and teamwork.
- Experience and success with working in large, multi-disciplinary teams.
- Some experience and success in marketing and business development.

Other Assets/Skills:

- Sound working knowledge of provincial and federal environmental legislation.
- Demonstrated leadership skills and the ability to lead/mentor new and existing staff.
- Demonstrated ability to work in a dynamic and fast-paced environment.
- Excellent communication and problem-solving skills.
- Strong writing and analysis skills.



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 "Terrestrial/Wildlife Lead" 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.