

CAREER OPPORTUNITY



McElhanney

POSITION TITLE Biologist

STATUS Permanent, Full Time

LOCATION Smithers, BC

The Opportunity:

McElhanney is seeking an experienced and motivated environmental professional to join our team in Smithers, BC. The successful candidate will be a key member of our environmental team which consists of a team of over 45 environmental professionals within the company, with a wide range of expertise. In this role, you will work on a variety of projects, including baseline data collection for environmental assessments, development of environmental protection plans, and environmental monitoring for construction projects of all sizes. As a professional, your experience and expertise will influence the execution of projects and the coordination of project-related tasks. Responsibilities may include field-descriptions of ecosystems and their components, habitat suitability and capability assessments, fish and riparian habitat assessments, synthesis of data into reports, and interpretation and application of environmental statutes.

We are solution-oriented environmental professionals focused on integrated, multi-disciplinary solutions for all project phases, including planning, design, permitting, construction, risk mitigation, assessment, remediation, and reclamation. As recognized leaders and trusted advisors for industry, indigenous groups, private, and municipal clients, we strive to protect ecological integrity and integrate natural assets, while balancing our clients' needs. Our team has a strong commitment to creating an environment where equality, diversity, and inclusion is valued, providing our staff with a safe place to grow their career in an ever-changing and challenging landscape.

What You'll Be Doing:

- All stages of environmental studies from proposal preparation through data collection, interpretation, and reporting
- Coordinating permits, licenses, and approvals
- Designing and implementing terrestrial and aquatic habitat mitigation and compensation measures
- Environmental management, erosion, and sediment control design and monitoring
- Providing environmental advice and solutions to guide design and assist with planning
- Other duties, as assigned.

What You'll Bring:

- At least 5-10 years' experience within a similar role
- Bachelor's or Master's degree in Biology or a related field
- Status as Registered Professional Biologist with the College of Applied Biology, or ability to obtain professional designation within six months
- Experience liaising with clients, First Nations, and government agencies
- Experience including aquatic and/or terrestrial habitat assessments, environmental monitoring, permitting, and reporting



- Ability to work independently and in an integrated consulting team
- Proven report writing experience and strong communication abilities
- Ability to develop and maintain long term client relationships
- Proficiency with GIS, ArcMap, eDNA, and/or mobile data collection would be considered an asset
- Possession of a valid BC driver's license is required at the time of hire.

What's In It for You?

McElhanney's culture of mentorship and career growth make this position ideal for the successful candidate to be mentored by senior management and specialists within our organization.

We are proud to be listed as one of the Best Places to Work in Canada and Gold Standard for Best Managed Companies. Working with us provides unique opportunities such as building entrepreneurial skills and guiding projects of all sizes from start to finish.

A Full Range of Benefits to Keep You Healthy & Happy

- Flexible work hours to accommodate your busy lifestyle
- Maternity leave top-up and parental leave
- Great benefits, including extended health and dental coverage, healthcare spending account, and RRSP matching
- Employee & Family assistance program, which offers 24/7 support online or over the phone
- Smithers-specific Healthy Lifestyle employee perk program
- A workplace culture that is characterized by respect and inclusion for all
- Interesting and diverse project work
- Competitive salary, participation in our generous performance bonus plan, and opportunity to join an employee-owned firm with potential share ownership
- Financial assistance to support your relocation, if applicable
- Continuous support for your growth through professional development reimbursement, mentorship programs, and opportunity to join numerous internal committees
- Participation in our numerous programs that support our Four Cornerstones: people & communities, clients & partners, processes & technology, and financial

Our Commitment to Diversity

As our Leadership team grows, we continue to recognize the importance of building high-performing teams that are diverse and inclusive. At McElhanney, diversity means engaging the best minds of the profession, which includes women, Indigenous people, and people of colour. We strive to foster and sustain a culture where all staff have an equal opportunity to belong and build a meaningful career. This position welcomes all qualified candidates to apply, and we specifically encourage all ethnicities, religions, colour, sex, sexual orientation, gender identity, aboriginal status, age, disability, or persons who may require an accommodation to apply.



About McElhanney

Based in Western Canada for over 100 years, McElhanney offers innovative and practical engineering, surveying, mapping, planning, landscape architecture, and environmental services. As a 100% employee-owned and operated firm, with over 1,100 staff members in 33 locations, we are proud to offer qualified staff with shareholding options in our company. At McElhanney, we work in teams to build strong connections with our staff, clients, and local communities. Our employees enjoy working here because of our varied projects, high levels of autonomy, opportunities for career development, excellent total compensation and benefits package, and collaborating with a team of great professionals.

Our Purpose: Amaze our clients. Care for our communities. Empower our people.



If this is the opportunity for you, apply now or visit www.mcelhanney.com/careers to apply online. We thank all applicants for their interest; however, only shortlisted candidates will be contacted.

To learn more about employee experience at McElhanney, visit us on [Glassdoor](#)

*[Click here](#) to know why **McElhanney Ltd.** was selected as one of **Canada's Top 100 Employers (2023)***

The Town of Smithers is a vibrant mountain community offering world-class recreational and cultural amenities, and a thriving arts and culture scene— all with little-to-no commute! If you like fishing, skiing, and outdoor activities, or looking for a great community that is both friendly and offers great music, art, and other cultural events, you will love Smithers!