



# IEG

Integral Ecology Group  
iegconsulting.com

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<b>POSITION TITLE:</b>	Senior Restoration / Reclamation Ecologist
<b>POSITION TYPE:</b>	Full time
<b>COMPENSATION:</b>	\$75,000 - \$115,000

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## Company Background

Integral Ecology Group (IEG) is a small company committed to improving the ecological, cultural, and social wellbeing of people and the planet. We are a group of highly educated and experienced professionals who work across a variety of technical disciplines at the interface between humans and their environments. We apply innovative solutions and support for effective land-use management, culture and ecosystem assessment, reclamation, assessment and management of cumulative effects, and environmental governance. IEG believes that with energy, determination, creativity, and commitment, we can make a positive difference in our communities.

In our ecological work, we provide consulting services in the fields of reclamation research, monitoring and planning, reclamation and ecological modelling, ecological classification, and rare-plant surveys. The successful candidate will be part of the reclamation team and be encouraged to broaden their skill set through diverse research across the company and with collaborators. IEG has offices in Duncan and Victoria, British Columbia, although the most employees work remotely. Project-specific information can be found at our website - [www.integralecologygroup.com](http://www.integralecologygroup.com).

IEG is an employee-owned company and prides itself on a “gold-standard” of employee satisfaction. Benefits include:

- Generous profit-sharing program
- Paid or banked overtime
- Paid cell phone plan, and laptop provided
- Field gear allowance – \$500/year
- Five weeks vacation (four weeks plus the week between Christmas and New Years)
- Great health benefits
- Parental leave – Matching EI for up to 1.5 years
- Support plans for continuing education (e.g., MSc, Diploma)
- Generous professional development
- Employee share ownership plan
- Flexible work hours and location
- 5% RRSP matching program
- Home office supplies covered

## Position Description

The chosen candidate for this position will manage projects which seek to monitor and report on the ecological conditions of reclaimed and natural areas. Though significant learning can happen on the job, the applicant is expected to arrive with the ability to either identify vascular plants to the species level, and record covers and characteristics *and/or* independently conduct formal soil surveys *and/or* independently conduct wildlife

habitat mapping and wildlife surveys. The applicant will be expected to manage, analyze data, and clearly communicate findings. The applicant will have significant experience planning and leading ecological field programs, and will ideally have experience working in safety-focussed settings. Field work should be expected during summer months. Candidates willing to relocate to Victoria, BC will be given preference, but this is not a requirement.

### **Minimum Qualifications**

- At least five years of experience consulting work in reclamation, ecology or related fields.
- Completion of a B.Sc. or M.Sc. in ecology or closely related field.

### **Required Skills**

The successful candidate should demonstrate:

- Extensive plant identification skills, including broad experience with dichotomous keys, e.g. *Illustrated Flora of British Columbia*, *Flora of Alberta* and *Flora of the Pacific Northwest*

AND/OR

- Familiarity and use of the Canadian System of Soil Classification to independently describe full soil pits

AND/OR

- Familiarity with wildlife habitat modelling and wildlife surveys

AND

- A solid understanding of factors limiting or facilitating restoration of disturbed ecosystems
- Proficiency with technical writing and clear presentation of data;
- The technical ability to integrate, interpret, and analyze multiple datasets;
- The ability to write concise summaries of data and integrate with broader reclamation survey results;
- Strong attention to detail;
- Proficiency in Word and Excel;
- Sound data management skills; and
- The ability to travel and carry out physically demanding field research in semi-remote, challenging terrain.

The successful candidate will also:

- Be hardworking, fun, flexible, organized, and a self-starter with a positive attitude;
- Demonstrate the ability to work with minimal supervision and as a team player;

- Be willing and able to balance multiple project requirements while achieving high levels of technical excellence; and
- Have career goals that align with IEG's work and have enthusiasm for personal and professional development.

### **To Apply**

Please attach a curriculum vitae, names and contact information for three professional references, and a cover letter detailing qualifications and research interests to [jobs@iegconsulting.com](mailto:jobs@iegconsulting.com). Please ensure that the job title, "Senior Restoration / Reclamation Ecologist", is noted in the subject line of the email. Please do not contact us by phone.

Applications will be reviewed as received with a start date as soon as possible. This job posting will remain open until a suitable candidate is found.

As a company that continues to serve and support Indigenous communities across Canada, we encourage applications from First Nation, Métis and Inuit candidates and all others who are interested in the position. Applications will be reviewed as received. We thank all applicants for their interest; however, only individuals selected for an interview will be contacted.