
POSITION TITLE:	Seasonal Senior Botanist (May–September)
POSITION TYPE:	Full-time or part-time contract (with possibility to become permanent)
COMPENSATION:	\$50,000-\$90,000 per year based on full-time work

Company Background

Integral Ecology Group (IEG) is a small employee-owned 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 communities and ecosystems impacted by natural resource development.

The successful candidate will be part of the Reclamation Team, which provides consulting services in the fields of reclamation research, monitoring and planning, reclamation and ecological modelling, ecological classification, and rare-plant surveys. IEG has offices in Duncan and Victoria, British Columbia, with majority of the team located in Vancouver and on Vancouver Island, although most employees work remotely. Project-specific information can be found at our website: www.integralecologygroup.com.

Position Description

Full- or part-time contract work as a field botanist for the 2023 field season (approximately May through September), with the possibility of the successful candidate becoming a permanent employee or recurring seasonal contractor. The position primarily entails vegetation assessments of reclaimed and natural areas. Though learning can happen on the job, the applicant is expected to arrive with the ability to independently identify vascular plants to the species level, including species found in British Columbia's forests and grasslands, as well as agronomic grassland species, and record percent covers and characteristics (e.g., vigour, reproduction).

Field work will entail independently conducting vegetation field surveys and participating in other terrestrial ecology survey efforts (e.g., tree mensuration, ecological classification) in remote locations in British Columbia (primarily), Yukon, Saskatchewan and Ontario. Field trips typically range from one to two weeks, with personnel being compensated for overtime hours. The applicant will be expected to manage field data, including implementing quality assurance/quality control methods, and may support data entry and collation.

Qualifications

Applicants should have three or more years of relevant experience working as a botanist. Experience with applied work in reclamation, ecology or related fields and post-secondary education in ecology or closely related fields are considered an asset.

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*;
- the ability to travel and carry out physically demanding field research in semi-remote, challenging terrain; and
- the ability to carry out data management, quality assurance/quality control and entry tasks (experience with Microsoft Access is an asset).

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; and
- be willing and able to balance multiple project requirements while achieving high levels of technical excellence.

Location

Physical office space is available in British Columbia in Duncan, Victoria, and Vancouver, if that is convenient for the candidate. Otherwise, the position is home-office based when not in the field, with preference given to applicants living in western Canada.

Benefits

IEG is an employee-owned company and prides itself on a “gold-standard” of employee satisfaction. Should the successful candidate transition to full time work, benefits available to permanent employees include:

- annual profit-share program;
- employee share ownership plan;
- 5% RRSP matching program;
- salary within or above the industry standard range;
- paid overtime;
- mobile phone and monthly plan;
- laptop;
- field gear allowance – \$500/year;
- four weeks’ annual leave and one week of company holidays from December 24th to 31st;

- seven personal business days per year for any reason related to sick leave (for the employee or family members), family emergencies, medical or other personal appointments, mental health days, birthdays/anniversaries, volunteer time, menstrual leave, etc.;
- comprehensive health and dental benefits;
- parental leave – matching employment insurance benefits for up to 1.5 years;
- wellness benefit – \$500/year for of wellness activities and resources (e.g., fitness memberships, equipment, meal plans, etc.);
- support plans for continuing education (e.g., MSc, Diploma);
- professional development support and funding;
- flexible work hours and location;
- a fun work environment including team meetings, company retreats and social activities; and
- a flexible work environment including working from home, flexible work hours, and time off for religious, spiritual, and/or cultural days.

To Apply

Please attach a curriculum vitae, names and contact information for two professional references, and a cover letter detailing qualifications and research interests to jobs@iegconsulting.com. Please ensure that the job title, “Seasonal Botanist”, is noted in the subject line of the email. Please do not contact us by phone.

Applications will be reviewed as they are received and the position filled as soon as a suitable candidate is found. The final application deadline is April 14, 2023.

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.

Diversity statement

IEG is an employer that hires based on merit and is strongly committed to diversity and employment equity. We welcome applications from Indigenous persons, racialized persons/visible minorities, women, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to be successful in this role.

Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, Erika Bockstael at ebockstael@iegconsulting.com.

IEG also encourages Indigenous applicants selected for an interview to communicate their interest in having a family member or elder present for their interview.