
POSITION TITLE:	Ecologist
POSITION TYPE:	Full time
COMPENSATION:	\$55,000 - \$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 our 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 ecological 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. Information about some of the types of projects we work on can be found at our website: www.integralecologygroup.com.

Position Description

The position primarily entails ecological assessments 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. Field work should be expected during summer months.

Minimum Qualifications

- 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 mapping 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, with skills in R or other programming languages an asset;
- data management and analysis 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.

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 three professional references, and a cover letter detailing qualifications and research interests to jobs@iegconsulting.com. Please ensure that the job title, “Ecologist”, is noted in the subject line of the email. Please mention in your email which job board you are applying from. Please do not contact us by phone.

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 with a start date in May, 2024. This job posting will remain open until a suitable candidate is found. We thank all applicants for their interest; however, only individuals selected for an interview will be contacted.