

<b>POSITION TITLE:</b>	Social Science Researcher
<b>POSITION TYPE:</b>	Full-time permanent position
<b>COMPENSATION:</b>	Salary range \$70,000 - \$85,000 per year, commensurate with experience
<b>DEADLINE:</b>	Until the position is filled
<b>START DATE:</b>	As soon as possible

### **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 professionals that provide expertise at the interface between humans and their environments. We apply innovative solutions and support for effective community-led research, land-use management, culture and ecosystem assessment, rights impact assessments, reclamation, cumulative effects, and environmental governance. IEG believes that with energy, determination, creativity, and commitment, we can make a positive difference in our communities. IEG has an office in Duncan, British Columbia, although most employees work remotely from their home offices.

### **Position Description**

The successful candidate will join a small interdisciplinary team within IEG, working primarily with Indigenous communities, governments, and industry clients in Canada. Preference will be given to candidates who self-identify as Indigenous (First Nations, Inuit, or Métis), and to candidates who are located in western Canada.

We are seeking to fill a Social Scientist position with a particular focus on supporting cumulative effects assessments. Working as a Social Scientist with IEG involves multiple tasks and activities such as writing proposals and grant applications, literature reviews, data analysis, technical and plain language reports, community engagements, and project management. The position requires the ability to synthesize project-related information (e.g., interview transcripts, meeting notes, grey and academic literature) and clearly communicate results. The candidate will be expected to follow standard methodology for qualitative research to support data analysis and produce high quality written materials. The ideal candidate will have experience bringing together (i.e., braiding) Indigenous Knowledge with simulation modelling results and western science pertaining to landscape change. Experience with GIS and simulation modelling would be an asset.

### **Required qualifications**

- Master's degree in Geography, Environmental Studies, Anthropology, Ethno-ecology, Ecology, or other related disciplines. Applicants with an undergraduate degree and additional relevant work experience will be considered.

- At least 5 years of relevant professional experience.
- Ability to travel within Canada.

### **Skills and experience**

The successful candidate should demonstrate experience or interest in the following:

- Experience working with and/or knowledge of Indigenous communities in Canada. Candidates from Indigenous backgrounds will be given priority.
- Proficient writing skills to communicate social and cultural ideas clearly and succinctly to a variety of audiences (e.g., client, community, industry, and government).
- Experience conducting qualitative, community-based research. Candidates with experience conducting semi-structured interviews, focus groups and town halls will be given priority.
- Experience synthesizing and analyzing information using qualitative content analysis techniques. Experience in using qualitative analysis software such as NVivo or Dedoose will be considered an asset.
- Proven ability to communicate effectively with diverse audiences such as Indigenous Elders, existing and potential clients, government staff, associates, and internal staff.
- Ability to maintain and build long-term relationships with communities, clients, and internal staff.
- Ability to write clearly, concisely and accurately on complicated subjects with exceptional editing and proofreading skills.
- Ability to communicate research results and social and cultural concepts clearly and succinctly to a variety of audiences (e.g., client, Indigenous community, industry, and government).
- Logical thinking skills and a systematic approach to organizing information.
- Ability to balance workloads across multiple projects and meet deadlines.

The successful candidate will also:

- Be hardworking and have 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.
- Have career goals that aligns with IEG's work and have enthusiasm for personal and professional development.
- Be a self-starter.
- Be able to communicate through email and teleconferencing platforms (e.g., Zoom, Teams).
- Have computer skills such as Word and PowerPoint.
- Have a valid class 5 driver's license with no restrictions
- Be legally able to work full-time in Canada.

\*Preference will be given to qualified applicants who self-identify as Indigenous (First Nations, Inuit, or Métis).

### **Job duties**

- Synthesize project information gathered from research activities, client meetings, notes from team members, and previous reports/proposals.
- Support and conduct qualitative data analysis.
- Assist with drafting and finalizing project reports and presentations and provide support with visual content.
- Conduct literature reviews focused on both scholarly and grey literature.
- Work on multiple drafts of reports/manuscripts to achieve high quality writing standards.
- Self-edit and assist with editing documents written by team members.
- General project administration and management.

### **Fieldwork**

- Work closely with IEG researchers to coordinate and conduct field studies. Frequent travel is required, primarily to remote locations in western Canada.
- Support IEG researchers when conducting research and field trips on the land in small remote communities.
- Conduct physically demanding activities while on the land, including walking moderate distances and traveling by off-road vehicles in all seasons.

### **Location**

- Physical office space is available in BC in Duncan, Victoria, and Vancouver. Outside of those locations the position is home-office based with preference given to applicants living in western Canada.

### **Benefits and compensation**

- Employee share ownership plan (eligible after 5 years).
- Annual profit sharing for all employees.
- Salary within or above industry standard range.
- A flexible work environment including working from home, flexible work hours, and time off for religious, spiritual, and/or cultural days.
- A fun work environment including team meetings, company retreats, and social activities.
- Professional development support and funding.
- Banked overtime hours.



- Mobile phone and monthly plan covered throughout employment with IEG.
- Laptop provided throughout employment with IEG.
- 4 weeks' annual leave and 1 week of company holidays from December 24th to 31st.
- 7 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, and the maintenance of mental health (after three months of probation).
- Health and dental benefits (after three months of probation).
- Annual retirement savings plan contribution – matching up to 5% of base salary (after three months of probation).
- Maternity and parental leave top-up (after 1-year permanent contract).
- \$500 wellness benefit for wellness activities or resources, annually.
- \$500 field gear allowance, annually.

### **To Apply**

Please email a curriculum vitae (resume) and cover letter and three writing samples to [jobs@iegconsulting.com](mailto:jobs@iegconsulting.com). Please ensure that the job title “Social Science Researcher” is noted in the subject line of the email.

As a company that continues to serve and support Indigenous communities across Canada, we encourage applications from qualified 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](mailto: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.