

POSITION TITLE:	Intermediate Wildlife Habitat Modeller
POSITION TYPE:	Full time
COMPENSATION:	\$80,000-\$110,000 per year based on full-time work, plus profit sharing

Company Background

Integral Ecology Group (IEG) is a small employee-owned company committed to improving the ecological, cultural, and social well-being of people and the planet. We are a group of passionate 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, mine reclamation monitoring and closure planning, and cumulative effects assessment. 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 work with both the Cumulative Effects and Reclamation Teams. The Cumulative Effects Team works with varied clients, including Indigenous groups, governments and non-governmental organizations, to model and communicate the cumulative effects of land management decisions. The Reclamation Team provides consulting services in the fields of mine reclamation research and monitoring, mine closure planning, reclamation and ecohydrological modelling, ecosystem classification, and ecological surveys. IEG has offices in Duncan and Victoria, British Columbia, with much 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 on our website: www.integralecologygroup.com.

Position Description

The position will require creating and/or curating wildlife habitat and population models relevant to past, current and predicted ecosystems. To support the development and application of these models, extensive literature reviews will be required, which will then be synthesized into reports. Some fieldwork to support wildlife use, habitat surveys, and to gain project context will be required during the summer months.

This position will come with considerable opportunities for professional development and innovation. Also, opportunities for project/client management are available for candidates who are interested in developing that skill set.

Required background and experience

Applicants should have an M.Sc. or Ph.D. in wildlife ecology, with a focus on habitat modelling. Experience applying models for reclamation, land-use planning or restoration ecology is an asset. Applicants will be required to demonstrate experience and competence in the following skills:

- applying wildlife habitat modelling to projected ecosystems;
- developing and overseeing wildlife monitoring surveys;
- incorporating wildlife considerations into land-use planning;
- conducting literature reviews and data analyses to prepare assumptions;
- using programming languages such as Python to prepare expressions that relate the response of indicators (e.g., wildlife habitat) to landscape dynamics;
- simulating wildlife population and landscape dynamics;
- communicating outcomes through reports and presentations.

Benefits

Benefits available to permanent full-time 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 of \$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 of \$500/year for wellness activities and resources (e.g., fitness memberships, equipment, meal plans, etc.);
- support plans for continuing education (e.g., M.Sc., Diploma);
- professional development support and funding;
- a flexible work environment including working from home, flexible work hours, and time off for religious, spiritual, and/or cultural days; and
- a fun work environment with a team that enjoys getting together for meetings, company retreats and social activities.

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, "Intermediate Wildlife Habitat Modeller", 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.

Applications will be reviewed as they are received and the position 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.

Diversity Statement

IEG is strongly committed to diversity and employment equity. We welcome applications from Indigenous persons, racialized persons, women, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities.

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

As a company that continues to serve and support Indigenous communities through our work, we seek applications from First Nation, Métis and Inuit candidates. Indigenous applicants selected for an interview are welcome to communicate their interest in having a family member or Elder present for their interview.