



JOB OPPORTUNITY

INTERMEDIATE ECOLOGIST

STATUS: FULL-TIME
LOCATION: PETERBOROUGH, BARRIE, OR OSHAWA, ON
SALARY RANGE: \$45,000 – \$65,000/year

Cambium is a successful consulting and engineering company built on quality people doing great work in a rewarding environment. It's our team that makes us unique.

And...our team is growing! We are currently seeking an **Ecologist (Intermediate)** to join our team in Peterborough, Barrie, or Oshawa and support projects related to **environmental impact assessment, ecological research, habitat enhancement/restoration, and environmental monitoring.**

JOB DUTIES

- Carrying out fieldwork using established protocols to complete assessments and monitoring of the natural environment. Technical areas of emphasis include terrestrial and aquatic vegetation, fish and wildlife (mammals, reptiles, amphibians, birds, insects, etc.), wetlands, species at risk, among others.
- Reporting on a variety of topics pertaining to the natural environment and potential impacts of development for submission to regulatory agencies, including making recommendations related to avoidance, mitigation, and compensation measures and best practices.
- Providing support to project leads including scheduling, staffing, equipment maintenance and regular communication with clients and subcontractors.
- Corresponding with regulatory agencies, municipal bodies and clients using written and verbal methods.
- Contribute to general project tasks including data management, document review, and attendance at meetings/conferences, as applicable.
- Keeping up to date with federal and provincial regulations pertaining to the natural environment that apply to project work.
- Contributing to the preparation of proposals and work plans for future projects.
- Seeking opportunities and business development for future work among current contacts and the broader community.
- Adhering to health and safety protocols for self and support staff.
- Striving to meet internal and external deadlines that may require occasional evening and weekend work.

QUALIFICATIONS (MANDATORY)

- Minimum 3 years employment experience (preferably in consulting environment).
- BSc. and/or Diploma (minimum) in Biology, Ecology, Natural Resource Management or similar.
- Demonstrated experience with standard vegetation and wildlife survey protocols and field identification skills.
- Experience preparing environmental impact studies/statements, natural heritage evaluations, species at risk assessments and/or environmental management plans.
- Familiarity with regionally documented species at risk (SAR).
- Familiarity with Conservation Authority permitting requirements, the provincial Endangered Species Act, 2007, the federal Species at Risk Act, the Provincial Policy Statement, 2014 (PPS) and provincial Plans protecting natural heritage in Ontario.
- Proven technical writing and data management skills
- Demonstrated commitment to high quality client service
- Strong interpersonal, verbal and written communication, and organizational skills
- Ability to work independently and in a team environment



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- Willingness to contribute to projects outside of specific area of expertise
- Valid Ontario Driver's License

QUALIFICATIONS (ASSETS)

- Experience conducting targeted species at risk surveys
- Ecological Land Classification (ELC) Certification
- Ontario Wetland Evaluation System (OWES) Certification
- Class 2 Backpack Electrofishing Certification
- Ontario Benthos Biomonitoring Network (OBBN) Certification
- Ontario Stream Assessment Protocol (OSAP) Certification
- International Society of Arborists (ISA) Certification
- Butternut Health Assessor Certification Leadership experience
- Leadership experience
- Ministry of Transportation RAQs qualification or eligibility
- Proficiency with GIS (ESRI ArcMap)
- Erosion and sediment control design and/or inspection experience
- Pleasure Craft Operators Card

Cambium welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

If you're interested, send us some information that helps us understand how you are the right fit for this role and for our team. Kindly forward your documents, in electronic format only, to hr@cambium-inc.com.

WHY CAMBIUM?

Our team is different. From camping trips and movie nights, to company ball-hockey tournaments in the parking lot, our team likes to have a good time together.

Our team is hard-working. You'll need to be flexible and able to switch priorities frequently. Sometimes the days are long. But you are always compensated for your efforts, including a minimum 3 weeks of vacation for new, full-time team members.

Our team is proud. Flexible scheduling. Donating a portion of our net income each year to local causes and events. Winning awards. You'll find it easy to feel good about Cambium.

If you want to read about a few of the benefits of working for Cambium, check out our Careers page: <http://cambium-inc.com/about/careers>.