



# JOB OPPORTUNITY

## Senior Terrestrial Biologist/Ecologist

**JOB ID:** ENVHire13  
**STATUS:** Permanent, Full-time  
**LOCATION:** Barrie, ON  
**SALARY RANGE:** \$60,000 – \$110,000/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! Cambium is looking for a **Senior Terrestrial Biologist / Ecologist** to join the Environmental Services group and support projects related to **wildlife surveys, ecological monitoring, and GIS**. Our Environmental Services group works with a variety of public and private clients on a wide range of projects. The successful candidate will have in-depth training and experience as a Biologist, Ecologist or Environmental Scientist; will be expected to contribute to all elements of project delivery and business development, as well as supervising and mentoring junior and intermediate staff.

### JOB DUTIES

- Field work using established protocols as necessary to complete assessments of the natural environment. May include terrestrial, wetland and aquatic flora, fauna, species at risk and habitats, at a variety of scales.
- Reporting on a variety of topics pertaining to the natural environment and potential impacts of development for submission to regulatory agencies, including apply existing policy and criteria, making recommendations for best practice and industry standard mitigation measures.
- Corresponding with regulatory agencies, municipal bodies and clients using written and verbal methods.
- Project planning, scheduling, allocation of personnel and resources, budgeting, overall supervision of project personnel, and regular communication with clients.
- Directly accountable for revenue, costs and profitability on all project work, and invoicing of clients on a monthly basis.
- Contributing to general Cambium project tasks including: document review, and attendance at meetings or conferences as applicable.
- Keeping up to date with federal and provincial regulations pertaining to the natural environment that apply to job duties.
- Leading and contributing to the preparation of proposals for future work.
- Client retention and acquisition of new clients, through opportunities and business development for future work among current contacts and the broader community.
- Adherence to health and safety protocols for self and support staff.
- Provide mentorship and training to junior and intermediate Cambium personnel
- Working to meet internal and external deadlines may result in occasional evening and weekend work.
- Other tasks as required.

### QUALIFICATIONS (MANDATORY)

- Minimum 10 years employment experience (preferably in consulting or a combination of sectors)
- BSc. (minimum) in Biology, Ecology or similar
- Ontario Wetland Evaluation System Certification and Ecological Land Classification System Certification
- Experience preparing environmental impact studies/statements, natural heritage evaluations, and species at risk assessments
- Thorough knowledge of provincial natural heritage policies and ability to determine policy conformity for specific development proposals. Applicable policies include Provincial Policy Statement (2020), Growth Plan for the Greater Golden Horseshoe (2019), Oak Ridges Moraine Conservation Plan (2017).



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- Thorough knowledge of the Endangered Species Act (2007) and its regulations; ability to oversee species specific surveys, determine habitat suitability, and obtain Ministry review and approvals as required.
- Experience as a natural heritage expert witness at the Ontario Municipal Board or Local Planning Appeal Tribunal is considered an asset.
- Ecological Land Classification System for Southern Ontario Certification
- Demonstrated experience with terrestrial and aquatic flora and fauna inventory and ID
- Proven technical writing skills
- Strong interpersonal, verbal and written communication, and organizational skills
- Valid Driver's License and access to a reliable vehicle
- Pleasure Craft Operators Card
- The successful candidate will demonstrate excellent communication skills with fluency (reading, writing and oral) in English.
- Willingness to contribute to projects outside of specific area of expertise

### QUALIFICATIONS (ASSETS)

- Avian inventory protocols (audio and visual)
- Fish inventory and habitat assessment procedures
- Class 2 Backpack Electrofishing Certification (minimum)
- Wildlife survey protocols
- RAQs qualified
- Competent in using GIS (ArcMap)
- Experience with erosion and sediment control mitigation design/recommendations
- Additional certifications (i.e. OBBN, OSAP, etc.)

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](mailto: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. When we cannot be together (welcome to 2021), we continue to maintain our team's bond, through activities such as photo contests, shout-outs of appreciation and care packages.

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 of 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: <https://cambium-inc.com/careers.php>.