



JOB OPPORTUNITY

Intermediate Terrestrial Biologist/Ecologist

JOB ID: ENVHire12
STATUS: Permanent, Full-time
LOCATION: Barrie, ON
SALARY RANGE: \$50,000-\$70,000/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 an **Intermediate Terrestrial Biologist / Ecologist** to join the Natural Sciences group in Barrie and support projects related to **environmental impact studies, vegetation and wildlife surveys, and ecological monitoring**. Our Natural Sciences 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 or Ecologist; will be expected to complete ecological field inventories to a high level of detail following provincial protocols, will contribute to report writing, and will support senior staff in all aspects for project delivery.

JOB DUTIES

- Carrying out fieldwork using established protocols as necessary to complete surveys and inventories of the natural environment. This will include terrestrial and wetland flora, terrestrial and aquatic fauna, and species at risk and their habitats, at a variety of scales.
- Reporting on a variety of topics pertaining to the natural environment and development-related impacts, for submission to regulatory agencies, including applying existing policy and criteria, making recommendations for best practices, and prescribing industry-standard mitigation measures.
- Corresponding with regulatory agencies, municipal bodies, and clients, under the supervision of senior staff, using written and verbal methods.
- Supporting senior staff in project planning, scheduling, and allocation of personnel and resources.
- Contributing to general Cambium project tasks including document review, template and resource development, and internal training.
- Contributing to the preparation of proposals for prospective work.
- Adherence to health and safety protocols for self and support staff.
- Providing mentorship and training to junior Cambium personnel.
- Working to meet internal and external deadlines may result in occasional evening and weekend work.
- Other tasks, as required.

QUALIFICATIONS

- Minimum 5 years of employment experience (preferably in consulting or a combination of sectors)
- B.Sc. (minimum) in Biology, Ecology or a similar discipline.
- Training/certification in provincially recognized natural heritage survey protocols, including the Ontario Wetland Evaluation System and Ecological Land Classification System.
- Demonstrated experience with terrestrial and aquatic flora and fauna identification and inventory.
- Experience supporting the preparation of environmental impact studies, natural heritage evaluations, and species at risk assessments.
- Proven technical writing skills.
- Strong interpersonal, verbal and written communication, and organizational skills.
- Valid Driver's License and access to a reliable vehicle.
- The successful candidate will demonstrate excellent communication skills with fluency (reading, writing and oral) in English.



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ASSETS

- Knowledge of and experience demonstrating conformity with provincial natural heritage policies, such as Provincial Policy Statement (2020), Growth Plan for the Greater Golden Horseshoe (2020), Lake Simcoe Protection Plan, Greenbelt Plan (2017), and Oak Ridges Moraine Conservation Plan (2017).
- Knowledge of the Endangered Species Act, 2007 and Species at Risk Act, and associated regulation.
- Knowledge of the Conservation Authorities Act and associated regulation.
- Knowledge of or ability to carry out avian inventory protocols (audio and visual). Experience working collaboratively with engineering, planning, and project management professionals.
- Experience working on large-scale land development and infrastructure projects.
- Class 2 Backpack Electrofishing Certification
- Additional certifications relating to ecological protocols or environmental monitoring (i.e. OBBN, OSAP, Can-CISEC, 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 are interested, we invite you to send us some information that would help us understand whether 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. 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>.