



Job Description

Position: Senior Aquatic Ecologist - Mining

Organization: Azimuth Consulting Group Inc

Location: Vancouver or Sidney, British Columbia, Canada (remote work considered)

Compensation: Indicative range \$120-200K - salary commensurate with experience

Vacancy Type: Full-time, permanent (open to other arrangements)

Number of positions: One, but if we identify other candidates that are a fit for our team there may be other opportunities

Deadline: Advertised until the position is filled

Azimuth Consulting Group Inc is seeking a **Senior Aquatic Ecologist - Mining** to join our collaborative and team-oriented group of scientists. We are looking for resourceful and adaptable candidates who want to join our specialized team, delivering environmental monitoring and environmental assessment services in the context of aquatic sciences. Ideal candidates are scientists interested in working on complex problems, who maintain a positive attitude, are self-motivated, and employ a strong work initiative. You may be looking for a change and attracted to a flexible and employee-owned setting – please consider contacting us directly to discuss.

Organizational background:

Established in 2001, Azimuth (www.azimuthgroup.ca) is an employee-owned, niche consulting firm that specializes in risk assessment, toxicology, aquatic environmental monitoring programs, and related regulatory policy. Our projects span a wide range of settings including mines across their life cycle, contaminated sites, ports, and proposed developments.

Our core values include: self-direction, work-life harmony, teamwork, fun and integrity with quality. Azimuth embraces equity and diversity and encourages applications from all qualified candidates, including applicants of all gender identities or expressions, sexual orientations, racial backgrounds, disability statuses, cultures, and religions.

Experience and responsibilities:

This position is suited for individuals with significant field experience, strong quantitative/analytical skills, and solid ecological grounding, capable of designing, leading and executing aquatic effects monitoring programs. You will likely have more than ten years of experience, but we will consider candidates with less experience and a proven track record. That experience should include leading projects and understanding the regulatory context for the stages of mine development, ideally including closure. Position responsibilities include:

- Leadership of projects from inception to completion related to fish and aquatic environmental effects monitoring. Ideally, you would also have experience in risk assessment/toxicology.
- Demonstrated project management skills and ability to work on multiple projects while ensuring quality standards on deliverables.
- Mentorship of staff
- Creating and maintaining client relationships to meet their needs
- Proposal writing and business development

Essential skills, competencies & qualifications:

- A university degree in aquatic science, biology or a related field (e.g., toxicology, water quality, coastal zone management, fisheries management) related to environmental protection
- Ideally 10+ years of progressive experience in a consulting environment, with demonstrated competency in aquatic science (e.g., aquatic effects monitoring programs, Federal environmental effects monitoring, population modeling)
- Registered Professional Biologist in BC (or eligibility requirements met)
- Quantitative and analytical skills – understands the workflow related to data collection through to reporting (note: expertise in R software is an advantage but not a prerequisite – we have strong internal support in R)
- Experience working with provincial and federal regulations and related guidance
- Experience managing complex projects (i.e., client lead) with multiple team members
- Ability to think independently and strategically, maintain a positive attitude, be self-motivated, and employ a strong work initiative
- Excellent written and oral communication skills with reliable attention to detail
- Positive contributor to a safe and fun work environment

Additional desired qualifications:

- Graduate degree in a relevant field
- Professional designation or eligibility, including as a Registered Professional Biologist (BC) and/or Professional Biologist (AB)
- Experienced in designing and implementing field programs
- Project Management Professional or like training
- An orientation towards engagement with various parties (e.g., regulators, communities, stakeholders, Indigenous Peoples)
- Quantitative orientation, for example data analysis, statistics and/or modeling
- Leadership skills and profile within our industry

- Experience collaborating directly with Indigenous Peoples

Details

This role can be based in either Vancouver or Sidney, BC (Azimuth will also consider remote working). You will be required to travel for field work throughout BC and across Canada, particularly to Northern Canada. This is a full-time position, but we are a highly-flexible workplace after you have settled in and Azimuth has many staff with varying work hours.

Azimuth offers a competitive compensation package commensurate with experience and credentials, including salary, health benefits, financial support for parental leave, very flexible work hours, professional development opportunities, possibility of leave for sabbatical or education, health and safety training, and possibility of company share ownership.

To apply

Please forward your Resumé and Letter of Application as a single PDF to joinus@azimuthgroup.ca and include the name of the job position in the email subject line. If you require a reasonable accommodation to support your participation in our recruitment process, please let us know and we will work with you to meet your needs.

We thank all candidates in advance for their application. All candidates will receive confirmation of their application, but only those short-listed for an interview will receive further correspondence. All applications will be kept in confidence.

Given we may consider hiring more than one individual, we extend an invitation to applicants of all levels to submit their candidacy for this role / to support of this role. In the course of our assessment of your qualifications, we retain the right to adjust the seniority of the position accordingly.

If you have questions or would like more information, please contact joinus@azimuthgroup.ca.