

Join ERM Canada: Shape Your Future as a Principal Consultant, Ecologist

Who We Are: ERM is a global leader in sustainability, committed to providing innovative solutions that foster a greener, safer, and more sustainable future. We are currently seeking a passionate and experienced Principal Consultant - Ecologist to join our dynamic Canadian team.

Your Role: As a Principal Consultant, Ecologist, you will act as a terrestrial ecologist primarily in western Canada, with capacity to conduct work in other jurisdictions across Canada. Work will include planning field site investigations, reclamation planning, environmental assessment (EA) chapter drafting and mitigation planning for ERM projects in the mining and energy sectors. The successful applicant will have direct exposure to environmental effects analyses and offset/compensation planning as it relates to implementation of federal and provincial policies. More broadly, the applicant must show an interest in applying knowledge and skills to help our clients solve complex challenges in these sectors. This role has tremendous potential for career growth with the successful candidate having opportunities to directly interact with clients and regulators and participate in business development. The successful candidate will be a member of a large multidisciplinary biodiversity and impact assessment team in Canada and will become a member of an extensive team of global environmental and social experts.

What You'll Do:

- Develop and lead ecological field programs primarily in BC, Alberta and northern Canada.
- Lead the preparation of soils, terrestrial ecosystem, and wetland assessments for EAs/EISs and associated management plans in compliance with applicable federal, provincial/territorial requirements.
- Perform project delivery activities such as survey field work, data collection, literature review, report writing, and developing recommendations for clients.
- Assist with developing various environmental permitting applications.
- Support preparation of proposals, including development of scopes and cost estimates, and participate in business development with existing clients and identified leads.
- Work on multiple projects within client's scope/budget/schedule expectations and ensure quality standards on project deliverables.
- Communicate with subcontractors, regulatory agents, landowners, and clients during field activities.
- Manage a team of junior and intermediate level ERM employees with similar interests and experience, providing top quality mentorship opportunities and growing the ERM team from within.
- Build strong collaborative relationships with other ERM employees worldwide.

Why You'll Love Working with Us:

- Career Development: Propel your career to new heights with a company that values growth and advancement.
- Project Diversity: Enjoy a varied project portfolio
- Global Impact: Make a tangible impact on projects across Canada
- Collaborative Culture: Thrive in a supportive environment that encourages knowledge exchange and professional growth.

What you Bring:

- B.Sc. degree in Sciences, Environmental Engineering or related field. M.Sc. preferred.
- 5+ years of environmental consulting experience; prior experience in government, and/or mining or oil and gas sectors are considered assets.
- Environmental Assessment drafting experience.
- Expertise with Federal, Provincial and Territorial regulations and guidelines pertaining to survey methodologies and environmental assessments.
- Strong wetland and upland plant identification.
- Experience completing Terrestrial Ecosystem Mapping projects in BC according to provincial standards, guidelines and procedures an asset.
- Holds relevant professional designation, or immediate eligibility. P.Ag or CPESC R.P.Bio/P.Biol preferred.
- Strong commitment to safety, including following established health and safety protocols.
- Ability to lead, follow directions, and take initiative when required.
- Excellent communication, organizational and time management skills.
- Proven people management skills.
- Ability to prioritize and meet deadlines in a demanding work environment.
- Valid driver's license and good driving record.
- French language skills an asset.

For the Principal Consultant, Terrestrial Ecologist / Biophysical Specialist position, we anticipate the annual base pay of \$112,670 – \$138,725 CAD. An employee's pay position within this range will be based on several factors including, but not limited to, relevant education, qualifications, certifications, experience, skills, geographic location, performance, shift, travel requirements, sales or revenue-based metrics, and business or organizational needs. We also may have instances where compensation may be outside of the range, based on the factors noted above. This job is also eligible for an annual discretionary based performance bonus.

We offer a comprehensive package of benefits including paid time off, paid parental leave, medical, dental, vision, life, disability and AD&D insurance, 401(k) or RRSP/DPSP, and any other benefits to eligible employees as applicable.

You can apply for this role through <https://www.erm.com/careers/apply/> or through the internal careers portal if you are a current employee.

Note: No amount of pay is considered to be wages or compensation until such amount is earned, vested, and determinable. The amount and availability of any bonus, commission, or any other form of compensation that are allocable to a particular employee remains in the Company's sole discretion unless and until paid and may be modified at the Company's sole discretion, consistent with the law.

Who We Are:

As the largest global pure play sustainability consultancy, we partner with the world's leading organizations, creating innovative solutions to sustainability challenges and unlocking commercial opportunities that meet the needs of today while preserving opportunity for future generations.

At ERM we know that creating a diverse, equitable and inclusive work environment is an essential part of making our company a great place to build a career. We also see our diversity as a strength that helps us create better solutions for our clients. Our diverse team of world-class experts supports clients across the breadth of their organizations to operationalize sustainability, underpinned by our deep technical expertise in addressing their environmental, health, safety, risk and social issues. We call this capability our "boots to boardroom" approach for its comprehensive service model that allows ERM to develop strategic and technical solutions that advance objectives on the ground or at the executive level.

Please submit your resume and brief cover letter.

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

ERM is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, age, status as a protected veteran, or status as a qualified individual with disability.

ERM does not accept recruiting agency resumes. Please do not forward resumes to our jobs alias, ERM employees or any other company location. ERM is not responsible for any fees related to unsolicited resumes.

Thank you for your interest in ERM!