

## Applied Ecologist

Classification: Grid 30, BCGEU Membership

Office Location: All BCER Locations

Salary: \$91,036.23 – \$103,922.02 – Permanent Full-Time, based on a 35-hour work week.  
*An additional 10.75% Job Family Market Multiplier will be added to the posted salary.  
An additional 3% Location Allowance will be added to posted salary for employees based in northern location.*

About the Job: The BCER's cumulative effects and restoration implementation work operates in a complex, rapidly evolving environment under significant public and political scrutiny. This program area leads the implementation of cumulative effects, restoration, and application review and decision-making processes, through the development of programs, policies, and operational procedures.

The Applied Ecologist (Ecologist) provides technical and professional expertise to energy applicants and BCER decision makers, ensuring that cumulative effects and restoration considerations are effectively integrated into regulatory reviews and operational decisions.

The Ecologist works directly with decision-makers, subject matter experts, Indigenous Nations, and government specialists to support the integration of cumulative effects considerations into BCER regulatory processes. The role leads the review of Indigenous-led and proponent cumulative effects assessments and data analyses, working collaboratively with BCER staff, provincial government staff, and industry, to support reconciliation with Indigenous Peoples in BCER's decision-making processes.

This role leads and coordinates the analysis, development, and implementation of new cumulative effects approaches that support BCER's expanding regulatory mandate. This includes the development of related operational policies, procedures, and guidance that translate legislative and ecological requirements into clear regulatory processes within the BCER's Responsible Development & Indigenous Relations team.

Organization Chart: Commissioner, Chief Executive Officer  
Executive Vice President, Resource Management & Stewardship  
Vice President, Responsible Development & Indigenous Relations  
Director, Cumulative Effects Implementation  
***Applied Ecologist***

### Who We Are:

The BC Energy Regulator (BCER) is the Province of B.C.'s life-cycle energy resources regulator. The BCER is a Crown agency with a mandate to ensure energy resource activities are undertaken in a manner that: protects public safety and the environment, supports reconciliation with Indigenous peoples and the transition to low-carbon energy, conserves energy resources and fosters a sound economy and social well-being.

**How To Apply:** Submit through <https://careers.bc-er.ca/> before the closing date.

If you are excited about this role and joining us, we encourage you to apply. Applicants should review the education and experience listed in the job description and clearly articulate how their work experience and skills are aligned with the requirements. Please note, applicants will only be contacted if they are selected to proceed further in the process. An eligibility list with a duration of 6 months may be established.

**What We Offer:**

The BCER operates under a Hybrid Office Model (telework) whereby employees work from both a home office and a designated BCER office location in order to support our mandate (eligibility may vary, depending on position).

The BCER is proud to be an equal employment opportunity employer. We do not discriminate based on the protected grounds under the Human Rights Code. The BCER is committed to providing reasonable accommodations for the removal of barriers for qualified individuals. If you need assistance or accommodation, please let us know. We acknowledge and respect the many First Nations, each with unique cultures, languages, legal traditions and relationships to the land and water, on whose territories the British Columbia Energy Regulator's work spans.

If you require any assistance or require more information, you may contact us at: [recruitment@bc-er.ca](mailto:recruitment@bc-er.ca)

JOB TITLE:	Applied Ecologist	POSITION #:	574071
DIVISION:	Resource Management & Stewardship	CLASSIFICATION:	Grid 30
DEPARTMENT/BRANCH:	Responsible Development & Indigenous Relations / Operations Transition	LOCATION:	All BCER Locations
SUPERVISOR'S TITLE:	Director, Cumulative Effects Implementation	POSITION #:	573933
SUPERVISOR'S CLASSIFICATION:	Management Band B	LOCATION:	Victoria

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As a cost recoverable, values driven organization, we prioritize safety, stewardship, and Indigenous interests throughout the full project lifecycle – from exploration to reclamation – and support the transition to clean energy. The BCER is committed to reconciliation with Indigenous Peoples, honouring the Provincial commitment to the United Nations Declaration on the Rights of Indigenous Peoples, the *Declaration on the Rights of Indigenous Peoples Act*, and the Truth and Reconciliation Commission (TRC) Calls to Action. Through fostering respectful and collaborative relationships with Indigenous partners and stakeholders, the BCER delivers on Government's priorities.

The BCER has an innovative forward-thinking workplace that demonstrates our core values. Through continuous improvement and development, the BCER is agile and responsive to the rapidly changing environment in which we operate. We are diverse and inclusive, with transparency, innovation, and integrity as foundation of our respectful culture.

#### **DEPARTMENT OVERVIEW**

The Responsible Development & Indigenous Relations Department leads the organization's efforts for responsible energy development and the need to meet its commitments to the successful implementation of B.C.'s mandate under the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA) as well as organization's strategic goals respecting reconciliation. The Department leads the end-to-end application review process while considering the environmental impacts of energy development in the province and those impacts for energy resources on Indigenous People. The team is also accountable for leading the implementation of the organization's transformational approach to application reviews with Indigenous nations.

#### **JOB OVERVIEW**

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### **ACCOUNTABILITIES**

- Develop and implement cumulative effects and restoration guidance, policy, processes and operational procedures essential to the BCER's role in regulatory decision-making under the *Energy Resource Activities Act*, the *Renewable Energy Projects (Streamlined Permitting) Act*, the *Petroleum and Natural Gas Act*, *Environmental Protection and Management Regulation*, *Water Sustainability Act* and other applicable legislation.
- Identify and lead initiatives that address large-scale issues or strategies, including leading multidisciplinary project teams involving BCER staff and external partners.
- Lead project planning activities, including defining project scope and deliverables, budget, and timelines.
- Work with the Director, Cumulative Effects Implementation and other BCER leadership to evaluate progress, monitor outcomes, and report on cumulative effects and restoration initiatives and implementation.
- Identify opportunities to improve processes related to cumulative effects and provide recommendations to senior management.
- Manage contracted resources supporting program development and delivery as appropriate.
- Provide ecological expertise and technical advice in response to inquiries, complaints, and compliance issues, including recommendations for field- and office-based reviews and assessments.
- Provide expert ecological and cumulative effects advice to support decision-making regarding strategic direction, permit applications, compliance and enforcement actions, and other BCER decisions related to cumulative effects.
- Maintain up to date knowledge of emerging cumulative effects, restoration, related technologies, advancements, best practices, and practical applications to support the effective regulation of energy resources regulated by BCER.
- Support the BCER in respectful review and consideration of Indigenous traditional knowledge, laws, and assessments to develop and coordinate clear and effective guidance and requirements for interim tools, final products, and the overall program deliverables.
- Build and maintain collaborative relationships with government agencies (i.e., Ministry of Water, Land and Resource Stewardship and Ministry of Energy & Climate Solutions) to coordinate cross-agency approaches and responsibilities related to cumulative effects management.
- Collaborate with BCER staff to identify regulatory or policy changes, and ensure accountability and enforceability are embedded throughout development and implementation.
- Build organizational understanding and capacity by supporting BCER staff throughout the development and implementation phases, ensuring cumulative effects, restoration, and planning processes are clearly understood and applied.
- Contribute to organizational change management initiatives, supporting senior decision makers, energy applicants, and BCER staff in adopting new cumulative effects processes and practices.
- Implement new processes, and tools, and applicable training ensuring that methodology, goals, and outcomes are clearly and effectively communicated and applied across internal and external audiences.

## **ORGANIZATION CHART**

Commissioner, Chief Executive Officer

Executive Vice President, Resource Management & Stewardship

Vice President, Responsible Development & Indigenous Relations

Director, Cumulative Effects Implementation

***Applied Ecologist***

## **EDUCATION AND EXPERIENCE REQUIREMENTS**

### **Education:**

- Master's degree from a recognized post-secondary institution in a related field such as Biological Sciences, Ecology, Natural Resource Management and four (4) years of relevant experience; *or*
- Bachelor's degree from a recognized post-secondary institution in a relevant field such as Biological Sciences, Ecology, Natural Resource Management, and five (5) years of relevant experience; *or*
- An equivalent combination of education, training and experience may be considered.
- Candidates must be registered and in good standing as a Registered Professional Biologist (R.P.Bio.) with the B.C. College of Applied Biologists.

### **Experience:**

- Demonstrated experience providing scientific and technical advice to decision-makers, leadership, and external agencies in natural resource management, to inform regulatory decisions, policy development, or compliance and enforcement actions.
- Demonstrated experience applying ecological science and environmental assessment methods to interpret environmental conditions, cumulative impacts, or restoration outcomes to support natural resource management or regulatory decision-making.
- Demonstrated experience coordinating or leading complex and sensitive ecological or natural resource initiatives or projects involving multidisciplinary teams.
- Demonstrated experience designing, developing, or implementing ecological, energy, and/or cumulative effects frameworks, tools, guidance, or policy in a natural resource or regulatory environment.
- Demonstrated experience collaborating with internal and external stakeholders to resolve complex environmental or regulatory issues.
- Demonstrated experience preparing concise and persuasive reports, documents, or technical analyses for senior leadership or decision-makers.
- Demonstrated experience conducting public consultation processes with Indigenous Nations and stakeholders on environmental management, regulatory initiatives, or natural resource issues.
- Demonstrated experience contributing to the development or implementation of provincial, federal, and/or local government natural resource legislation and policy.
- Demonstrated experience building collaborative relationships and working with Indigenous Nations.
- Demonstrated experience with cumulative effects or natural resource management spatial data utilized in BC is considered an asset.

## **KEY COMPETENCIES**

### **Communicating Effectively**

The ability to convey information clearly, accurately, and appropriately to the intended audience. It involves utilizing multiple forms of communication channels and techniques, such as verbal and written communication, active listening, and nonverbal cues, to ensure a message is understood and received as intended. It involves being mindful of the audience's needs, preferences, and cultural backgrounds, adapting the message and delivery style accordingly to facilitate mutual understanding and engagement.

### **Execution and Driving Results**

The ability to align activities and resources to deliver on planned actions, meeting or surpassing high standards or excellence and achievement orientation. This includes keeping commitments, following through on objectives, and continuously striving for improvement.

**Problem Solving and Judgement**

The ability to systematically analyze problems, identify root causes, evaluate potential solutions, and make sound decisions to address challenges and achieve desired outcomes.

**Service Orientation**

The ability to identify and serve customers/clients, who may include the public, coworkers, other branches/divisions, other ministries/agencies, other government organizations and non-government organizations. It means focusing one’s efforts on discovering and meeting the needs of the customer/client.

**Stakeholder Engagement**

The ability to establish and maintain long-term relationships with internal and external stakeholders, focused on respectful engagement. It involves a collaborative approach to working towards shared goals, grounded in trust and mutual understanding, which contribute to the success of the BCER.

March 10, 2026

**Date**

Michael Shepard

**Excluded Manager**



**Excluded Manager’s Signature**