

Restoration Assessment Specialist

Classification: Grid 30, BCGEU Membership

Office Location: Fort St John

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 Restoration Assessment Specialist (Specialist) protects the environment and public by providing expert recommendations on the management, assessment and acceptable administration of the *Energy Resource Activities Act* (ERAA), and associated regulations related to the restoration of energy activity sites.

The Specialist provides technical and professional expertise and makes statutory decisions regarding the acceptability of site restoration at energy activity sites to ensure that desired ecological outcomes are achieved. This involves the review of complex technical information to interpret key data regarding ecological function, incorporating indigenous interests, and relevant stakeholder concerns to determine whether regulatory requirements have been achieved. The role works directly with Industry professionals, Indigenous Nations, and the Responsible Stewardship department to support the development of systematic approaches, policies, procedures, guidance documents, and regulations related to the restoration of energy industry activities.

Organization Chart: Commissioner, Chief Executive Officer
Executive Vice President, Safety & Compliance
Vice President, Compliance & Operations
Executive Director, ALP & Operations
Supervisor, Environmental Management & Restoration Verification
Restoration Assessment Specialist

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.

A detailed list of accountabilities, education and experience is outlined in the job description.

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

JOB TITLE:	Restoration Assessment Specialist	POSITION #:	574084 / 574085
DIVISION:	Safety & Compliance	CLASSIFICATION:	Grid 30
DEPARTMENT/BRANCH:	Compliance & Operations / ALP, Emergency Management & C.O.R.	LOCATION:	Fort St John
SUPERVISOR'S TITLE:	Supervisor, Environmental Management & Restoration Verification	POSITION #:	573841
SUPERVISOR'S CLASSIFICATION:	OGC 5	LOCATION:	Fort St John

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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 BCER's Compliance & Operations department provides key functions to fulfilling BCER's mandate, covering post-permitting phases of the regulatory lifecycle. Departmental functions include Compliance & Enforcement, Emergency Management, Aboriginal Liaison Program (ALP), Certificate of Restoration (COR) and Core Research Facility administration.

JOB OVERVIEW

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ACCOUNTABILITIES

- Provide expert advice and recommendations to leadership on ecological restoration outcomes, risks, and regulatory compliance.
- Review and evaluate complex technical submissions (e.g.: plans, drawings, and technical reports) prepared by Qualified Environmental Professionals (QEP's) to determine compliance with legislation, permit conditions, regulations, restoration objectives, and accept or reject submissions based on regulatory requirements.
- Make statutory decisions regarding the acceptability of ecological site restoration in accordance with Section 9 of the Dormancy and Shutdown Regulation and certificates of restoration under Section 41 of the ERAA giving due consideration to regulatory requirements, indigenous interests, and relevant stakeholder concerns.
- Assess applications for technical completeness, engage in consultation as necessary, and represent the BCER as a technical expert in discussion with internal and external stakeholders and indigenous nations regarding restoration requirements of the BCER.
- Collaborate with the BCER compliance and enforcement team to support the operational application of restoration related permit conditions and mitigation measures.
- Provide ecological expertise and technical advice in response to inquiries, complaints, compliance and enforcement actions, and other decisions related to ecological restoration including conducting field assessments of ecological site conditions.
- Maintain up to date knowledge of emerging restoration concepts, related technologies, advancements, best practices, and practical applications to support the effective regulation of energy resource activities.
- Prepare formal documents, recommendations, and general letters of comment for the Supervisor, Environmental Management & Restoration Verification, based upon review of technical information, reclamation reports, or in response to inquiries.
- Build and maintain collaborative relationships with internal teams, provincial agencies (e.g.: Ministry of Environment & Parks and Ministry of Energy & Climate Solutions), Indigenous Nations, industry (e.g.: Canadian Association of Petroleum Producers (CAPP)), and other regulatory agencies in other jurisdictions (e.g.: Alberta Energy Regulator (AER), Alberta Environment (AEnv), and the Canada Energy Regulator (CER)) to support effective restoration outcomes.
- Contribute to the development and continuous improvement of policies, procedures, and guidance documents related to ecological site restoration.
- Participate in or lead committees and working groups involved in producing or reviewing guidance documents related to site restoration in order to advance regulatory approaches and consistency in restoration practices.
- Develop, organize, and deliver training and seminars on legislation, regulations, policies and procedures for BCER employees, QEP's, and external stakeholders.
- Liaise with government agencies, industry, Non-Governmental Organizations (NGO's) and stakeholders to represent the BCER during regulatory technical planning, or advisory meetings and open public forums.
- Maintain up-to-date knowledge regarding restoration of energy activity sites, regulatory frameworks, and industry practices through ongoing professional development.
- Negotiate with and coordinate with various stakeholders to effectively manage energy resource site restoration.
- Provide professional advice to the public, elected officials, and QEP's on the requirements of the relevant acts and regulations.
- Perform other related duties as assigned.

ORGANIZATION CHART

Commissioner, Chief Executive Officer

Executive Vice President, Safety & Compliance

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Executive Director, ALP & Operations

Supervisor, Environmental Management & Restoration Verification

Restoration Assessment Specialist

EDUCATION AND EXPERIENCE REQUIREMENTS

Education:

- Master's degree from a recognized post-secondary institution in a related field such as Hydrogeology, Physical Geography, Earth Science, Engineering, Forestry, Environmental Science, Natural Resource Management and five years of relevant experience; or
- Bachelor's degree from a recognized post-secondary institution in a relevant field such as Hydrogeology, Physical Geography, Earth Science, Engineering, Forestry, Environmental Science, Natural Resource Management, and six years of relevant experience.
- An equivalent combination of education, training and experience may be considered.
- *Incumbent must be a qualified environmental professional, registered as a member in good standing with an organization operating under an act of the British Columbia legislature (e.g.: Registration with the Engineers & Geoscientists of British Columbia as a Professional Engineer or Geoscientist, British Columbia Institute of Agrologists (BCIA) as a Professional Agrologist, the Forest Professionals of British Columbia as a Professional Forester, or with the B.C. College of Applied Biologists as a Registered Professional Biologist (R.P.Bio.).*

Experience:

- Demonstrated experience in planning, monitoring, and assessing ecological site restoration, preferably related to oil and gas activity sites in Northeast BC, gained through experience with an environmental consulting firm, industry permit holder, or government agency.
- Demonstrated experience carrying out technical assessments and preparing technical reports related to ecological site restoration preferably related to oil and gas activity sites.
- Demonstrated experience preparing and implementing ecological restoration and remediation plans and confirming and documenting the completion of restoration and remediation activities.
- Demonstrated experience applying ecological science and environmental assessment methods to interpret environmental conditions, or restoration outcomes to support natural resource management or regulatory decision-making.
- Demonstrated experience collaborating with internal and external stakeholders to resolve complex environmental or regulatory issues.
- Demonstrated experience interpreting and applying the *Energy Resource Activities Act*, applicable legislation, regulations, and related standards to support decision-making.
- Demonstrated experience working with multiple stakeholders, including government agencies, Indigenous Nations, industry, and environmental professionals, to support environmental and regulatory outcomes.
- Demonstrated experience providing technical advice or subject matter expertise to support projects, regulatory decisions, and/or program delivery. Demonstrated understanding of oil and gas industry operations.

Working Conditions & Physical Requirements

May be required to drive on low-grade roads, and work in challenging field conditions (which may include isolated areas, carrying equipment, and walking long distances over uneven terrain).

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.

Decision Making

The ability to evaluate situations or problems, consider alternatives, make choices, and following them up with the necessary actions. It involves assessing risks, gathering relevant information, and weighing potential outcomes to make informed and effective decisions.

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.

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.

May 19, 2026

Date

Katie Kirschner

Excluded Manager



Excluded Manager's Signature