

Source: BC Hydro

Job Title: Natural Resource Specialist 3

Job Location: Prince George, British Columbia, Canada, V2N 1B4

Annual Salary: \$ \$ 86,200.00 - 92,900.00

Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

JOB DESCRIPTION

Duties:

- Assesses and analyzes project related data and methodologies. Prepares material for agency review including reports detailing impact assessments and possible mitigation or compensation measures required to offset impacts resulting from existing, planned or future BC Hydro operations, maintenance work or projects in assigned area/program.
- Prepares detailed terms of reference, budget estimates, related analytical and other research reports for a full range of complex fish and wildlife related research/program projects. Determines project approach and objectives, parameters, costs and staff requirements and establishes priorities. Reviews, evaluates and recommends selection of consultants and reviews their reports to determine technical acceptability.
- Prepares and implements work plans and schedules for mitigating and/or compensating for the effects of new and existing BC Hydro facilities, waste management / pollution prevention systems, operations and construction projects on fish, aquatic, wildlife, and natural ecosystems. Inspects, monitors and administers projects (including contract administration).
- Plans, implements, monitors and reports on technical studies and field programs associated with construction, operations, maintenance activities on wildlife, fish, aquatic and natural ecosystems. Conducts research, special programs or technical studies, including determining implications of using various environmental control technologies in existing and proposed BC Hydro facilities. Determines, recommends and/or provides advice to others in establishing project or study approaches, investigation parameters, costs, staff requirements and setting of priorities. Prepares related impact, assessment, planning, project and other reports.

- Develops and reviews facilities maintenance programs, operations, and ongoing projects and plans to ensure consistency with environmental regulations, policies and standards and ensures required programs are effectively and efficiently implemented. Initiates and assists with the development of waste management policies, standards and guidelines.
- Liaises with First Nations, internal/external groups and government agencies on matters related to environmental management work. Provides technical advice/guidance to ensure environmental issues, objectives and strategies are considered and incorporated into the business planning process.
- Acts as a biological and/or scientific specialist at public meetings, license hearings, program or environmental groups. Provides technical advice and instructions to field personnel in the event of emergency environmental problems.
- May be deployed to the field to respond to unforeseen environmental concerns and coordinates mitigation response and related internal/external communication/reporting. Participates in investigations as required.
- Provides technical direction and expert advice to area/program or cross discipline staff at the steering committee level or contractors involved in assigned projects.
- Performs some or all the duties of the lower-level Natural Resource Specialist jobs.
- Performs duties of a minor nature related to the above duties that do not affect the rating of the job.

Qualifications:

- Bachelor of Science degree (such as Biology, Geoscience or a relevant field); AND five (5) years of relevant work experience OR Technologist Diploma in Science; AND six (6) years of relevant work experience.
- Must be in the registered professional category with a regulatory body governed by the BC Professional Governance Act; OR must be eligible for registration AND registered within two (2) months of hire.
- Must hold a valid class five (5) driver's licence.

WHAT WE OFFER

- A comprehensive benefits package - A minimum of 15 paid vacation days - A lifetime pension - Flexible work model, depending on your role type - Training and development courses For more information on the benefits we offer, visit bchydro.com/benefits.

ADDITIONAL INFORMATION

- This position is affiliated with the Movement of United Professionals union (MoveUP/COPE). <http://moveuptogether.ca>
- This is for three (3) Full Time Regular (FTR) Group 11 positions based out of our headquarters in Prince George. Headquarters may change if necessary based on Project and/or Company requirements.
- Frequent travel along the NCTL will be required.

- Camp work may be required from time to time. Ability to work set shift schedules to be discussed during the interview process.
 - A condition of employment is to maintain your Class 5 Drivers License in good standing.
 - Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.
 - As part of the selection process, applicants may be required to complete a written test/assessment and/or a presentation as part of the interview process.
 - Frequent field trips to remote areas that may require the operation of boats, snowmobiles, ATVs, and 4X4 trucks on rough access roads to conduct field work. May be required to participate in helicopter-based surveys.
 - Frequent exposure to all weather conditions with no shelter when performing field work and working at construction and operational sites. Regular exposure to work around water, including river and reservoirs when performing field work.
 - Regular requirement to hike and climb over rough terrain while carrying field equipment of moderate weight. Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.
- Location: Prince George, British Columbia, Canada, V2N 1B4. Date Posted: 2026-06-02
Closing Date: 2026-06-16 52434185 For internal use

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_app.html by **June 16, 2026**.

[Click here](#) to access the job posting or visit the [BC Hydro "Current Opportunities"](#) Careers page to view and apply for jobs.

You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

We're always looking for exceptional people to bring new ideas, fresh thinking and the motivation to help shape the electricity system in B.C. It's an exciting time to be a part of our team as we invest in our system and prepare to meet the challenges of tomorrow.

Our values guide our work. Want to join us?

- We are safe.
- We are here for our customers.
- We are one team.
- We include everyone.

- We act with integrity and respect.
- We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at Recruitmenthelp@BCHydro.com

Flexible work model role definitions

- **IBEW/Field** – No option to work from home
- **Resident** – Works primarily (4+ days per week) in the office.
- **Hybrid** – May be able to work from home up to 3 days per week.
- **Remote** – Works from home 4+ days per week