

Source: BC Hydro

Job Title: Environmental Specialist

Job Location: Burnaby, British Columbia, Canada, V3N 4X8

Annual Salary: \$ 131,100.00 - 165,800.00

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:

- As a senior member of the dynamic Project Environmental Risk Management team in this project delivery-oriented role you will provide senior environmental support, as an environmental work package manager (EWPM). The successful candidates on this posting will be a team lead for environmental and socioeconomic assessment efforts, including support of indigenous group negotiations and environmental technical working group engagement, and supporting construction environmental management. There are two Environmental Specialist (P4) positions available through this posting. The primary distinction between the two roles is that one position will primarily support planning and implementation of major Generation projects, while the other position will support large linear development projects. Both positions are aimed at supporting an expanded Capital Project plan for BC Hydro over the next several years.
- The successful candidates may lead a small team of environmental professionals and, therefore, must have an aptitude for team leadership plus bring a solid understanding of and experience with approaches to environmental and socioeconomic assessment plus current practices for a range of environmental issues including fish and fish habitat management, wildlife, pollution prevention and archaeology and heritage. Demonstrated experience on large hydroelectric dam projects, combined with a thorough understanding of hydroelectric power operations will be regarded as a key asset for the generation-focused role, while experience on large linear power projects, combined with a thorough understanding of transmission/distribution operations will be seen as critical to the lines-focused role.

- The ability to communicate clearly and confidently and show leadership is essential, including adapting personal communication style to meet the needs of the audience, and anticipating reactions or questions in advance. All team members are expected to act from the perspective of a “One Hydro” approach by offering to lend a hand to help others, and coaching others on application of business knowledge.
- Develops and maintains: strategic and tactical environmental management across lines of business, key regulatory, First Nation and stakeholder relationships, regulatory compliance, and leadership of multi-party technical working groups.
- Leadership, planning and functional management support for a team of environmental professionals including budgeting, scheduling, work assignment, reporting and administrative controls.
- Direct management of consultants and contractors including cost control, contract management, coordination of quality assurance and peer review and tracking of invoices, progress, forecasts, variances, scope and reporting and deliverables.
- Researches and develops the environmental and regulatory components of major issues and independently formulates innovative approaches in the development of techniques, procedures and programs in order to solve the most complex, unusual or difficult environmental problems.
- Provides expert environmental technical and regulatory advice and liaises internally and externally with other environmental specialists, First Nations and regulatory agencies in the investigation and resolution of technical and regulatory problems and the application of innovative environmental methods.
- Works independently and provides recommendations involving long range plans or significant resources referred to management for approval.
- May be requested to chair internal or external meetings, working groups or steering committees to address environmental or regulatory issues.
- The successful candidate will develop and foster strong, effective relationships with key internal stakeholders, external service providers, regulatory agencies, First Nations and key non-governmental or stakeholder organizations.

Qualifications:

- A relevant university degree preferably at the graduate level in the areas of geosciences, professional engineering, environmental sciences or other relevant discipline.
- A designation as a Qualified Registered Professional in British Columbia under the Professional Governance Act of BC and operating within their own area of practice as it relates to this role (e.g. R.P.Bio, P.Ag, P. Eng).
- A minimum of 10 years of directly related experience in a relevant environmental field.
- An equivalent combination of education, training and experience may be considered.
- Experienced in environmental management; management of environmental contractors and consultants; liaison with regulatory agencies; First Nations, public and stakeholder consultation.
- Possess a comprehensive understanding of issues relating to environmental management in a Provincial and Federal context.

- Possess advanced technical writing skills, preparation of technical reports, including environmental assessment, regulatory filings, briefings and reports for regulators and senior level management.
- Demonstrated ability to negotiate with contractors, regulators, First Nations and public stakeholders on matters having a bearing on environmental issues; the ability to provide recommendations to all project disciplines on matters having a bearing on environmental issues.
- An awareness of and interest in BC Hydro strategic direction; the ability to communicate technical information in public meetings, consultation or hearings.
- Demonstrated and recognized technical ability related to field research programs, regulatory processes and development of strategic plans and policy materials.
- Excellent facilitation skills and demonstrated leadership abilities.
- A strong ability to influence decisions and have an established reputation in environmental management that is organization wide as well as in the external environment.
- Well developed research and analytical skills combined with experience understanding and managing risk at an appropriate level as well as strong verbal and written communication skills.

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 is for 2 (two) Full-time Regular (FTR) M&P Group 45 opportunities on the team, based at our Edmonds office location in Burnaby. These are flexible work roles, allowing for a hybrid mix of workdays both in the Edmonds office and from home or other appropriate off-site location.
- A condition of employment in this role is to maintain your Driver's License Class 5 or equivalent in good standing.
- As part of the selection process, applicants may be required to take a written test/assessment or do a presentation. 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: Burnaby, British Columbia, Canada, V3N 4X8.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_op.html by June 23, 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