

A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing RecruitmentHelp@bchydro.com, as adjustments can be made to help support you in your application process.

Senior Environmental Coordinator

Number of positions: 1

Job Location: Edmonds 16

Employment type: Permanent

Region: Lower Mainland

Hours of work: Full-time (37.5 hrs/wk)

Flexible Work Role: Hybrid

Annual salary: \$ 109,700.00 - 138,700.00

What you'll do

Reporting within BC Hydro's Environment group, the Aquatic Operations and Regulatory Planning team requires an experienced professional with a background in fisheries biology, environmental regulations, mitigation/compensation planning, structured decision making and facilitation. This person will work with BC Hydro staff, consultants, community stakeholders, regulatory agencies and First Nations to provide decision advice for project and operational activities related to capital development projects and Water Use planning initiatives. The team provides advice to support operational and project decisions to mitigate/minimize impacts that may have regulatory, First Nations, operations, and/or social implications.

The successful candidate will:

- * Be a primary subject matter expert (SME) for fish and aquatic issues, with a critical recognition of environmental risks, business requirements, and opportunities.
- * Manage a diverse Fish and Aquatics Sciences portfolio including fish and aquatic restoration, fish entrainment, river and reservoir stranding, total dissolved gas and habitat programs with responsibility for providing technical direction, resource planning, budget planning and contract management for activities within the portfolio.
- * Lead and facilitate external committees that include multiple stakeholders representing a variety of interests with the objective of advancing and implementing program activities.
- * Manage consultant contracts including developing terms of reference, evaluating proposals, overseeing budgets and deliverables to meet project timelines.
- * Critically review reports and communications in consideration of scientific integrity, program scope, business requirements and audience.
- * Engage and liaise with regulators on topics associated with the portfolio. This includes determining relevant regulatory requirements and developing and implementing programs required to address those requirements.
- * Support engagement with Indigenous groups and other interested parties on potential effects of BC Hydro operations and projects, potential mitigation solutions, and the development of follow-up monitoring programs.
- * Work with the Fish and Aquatics Sciences team and Water Program management team to strategize on program development.
- * Prepare synthesis reports, specific study reports, briefings, presentations and published works in support of Fish and Aquatic Sciences activities.
- * Present program communications - including study results, decision recommendations, and program updates - to a wide audience - including public speaking events, executive meetings, regulatory and First Nations meetings, and municipal/government proceedings (including formal Environmental Assessment Board proceedings).

The successful candidate will have experience in the following key areas:

- * Fisheries biology and management with emphasis on freshwater populations of resident species, preferably with experience involving Pacific salmon in British Columbia.
- * Scientific study design, particularly in the area of assessment and management of impacts of hydroelectric development on fish and aquatic ecosystems.
- * Scientific writing, primary author for analytical reports, communications and recommendation memos, and publications.
- * Design and implementation of mitigation programs, with emphasis on those relating to the effects of hydroelectric developments on fish and fish habitat, including the productivity of aquatic and riparian ecosystems.
- * Project and contract management, quality assurance, employee management.
- * Working with regulators and First Nation organizations to facilitate partnerships and agreements.
- * Environmental assessment, Federal and Provincial regulatory processes, regional or land use planning.

What you bring

- * A Bachelor degree in Natural Resource or Environmental Studies or science related degree with 8+ years relevant work experience. A Masters degree is an asset.
- * Professional membership in good standing with the College of Applied Biology. Other professional designations – under the Professional Governance Act – may be considered if professional area of practice is relevant to the Environment field.
- * A strong background in impacts and mitigation relating to hydroelectric operations is desired.
- * Broad technical and working knowledge of environmental (pollution prevention, hazardous waste) and natural resource (fisheries, wildlife, archaeological, forestry, land use planning) disciplines, environmental legislation, acts and policies.
- * Experience working with environmental regulators, Indigenous communities, and/or the public.
- * Strong writing, listening, and verbal communications skills.
- * Well developed planning, organizational, analytical and problem-solving skills.
- * Ability to manage relationships with employees at all levels, including the ability to work effectively with multi-disciplinary teams holding multiple interests.
- * Excellent computer skills in word processing, database and spreadsheet applications.

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.

What else you should know

- * This is a Full-Time Regular (FTR) P3 M&P opportunity on the team based at our Edmonds office in Burnaby.
- * A class 5 (or equivalent) drivers license would be an asset.
- * As part of the selection process, applicants may be required to take a written test/assessment or do a presentation.
- * Please note occasional travel to remote locations and outside of regular working hours may be required.
- * Please note this role is classified as a Hybrid role under the flexible work model, which currently includes a mix of working from home and working in the office. At present, this role is expected to work in the office a minimum of two days per week however at times it could be more frequent due to operational requirements and does require flexibility.

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

Date Posted: 2026-09-04

Closing Date: 2026-09-22

For internal use 52491778