



Are you someone with strong leadership and technical capabilities? Do you enjoy building relationships and working collaboratively in a team environment with both internal and external stakeholders? Are you a thoughtful leader, a trusted advisor and a problem solver? If you enjoy entrepreneurship and innovation, this opportunity is for you! As someone with excellent communication skills and business acumen, you will thrive in our fast-paced and agile environment.

### Your Opportunity

Dillon's Environmental Sciences technical group is looking for a **Biologist** to join our multidisciplinary team of professionals. You will have the opportunity to work on new and exciting projects while providing clients with a fully integrated and superior customer experience.

At Dillon, we operate as one team. The successful candidate can be based at our following office: **Vancouver, BC.**

We offer **flexible work hours** and **hybrid work arrangement options** to help balance the competing demands of work and personal life.

### What your day will look like

#### **Technical Development**

- Complete various field programs throughout Vancouver and Alberta and collect field data including but not limited to, fresh water aquatics, marine aquatics, wildlife surveys (e.g., amphibians, birds), land cover and habitat classification, vegetation surveys, and soil or water quality sampling.
- Environmental field support during construction activities, conducting construction monitoring activities, assessing contractor compliance with environment permits, regulatory requirements, legislation, government approvals, and project environmental protection plans, including auditing and providing onsite guidance to contractors.
- Prepare technical reports and memos related to environmental assessments on various sites, as required.
- Collaborate with and assist project managers and team members including biologists, ecologists, engineers, planners, and environmental scientists.
- Business travel upon request.

## **Learning and Development**

- A commitment to self-development and ongoing learning and professional development.
- Contribute to Dillon's corporate profile through active participation in professional associations and committees.

## **What you will need to succeed**

- An undergraduate degree in biology, ecology or a related environmental sciences field.
- Be a Registered Professional Biologist (RPBio) or a Registered Biology Technologist (RBTech).
- 2-5 work experience in an environmental consulting, industrial, regulatory, or academic setting.
- Working knowledge for British Columbia's environmental regulations.
- A full valid driver's license.
- Ability to work and/or travel for extended and irregular periods, in all seasons and terrain types, often in remote settings, using a variety of vehicle types e.g trucks, ATV's, helicopters and boats.
- Electrofishing and fish salvage
- Trailering endorsement.
- Snowmobiling experience.
- Experience in executing field programs as part of environmental studies; experience in executing terrestrial wildlife surveys will be considered an asset.
- Strong oral and written communication skills, and keen attention to detail.
- Aptitude to learn.
- Knowledge of relevant provincial and federal environmental legislation, regulations, policies, guidelines, and regulatory permitting and approval requirements will be considered an asset.
- Commitment to project quality and project deadlines.

## **Compensation**

*\$68,000 - \$75,000*

*Dillon includes the salary range that we in good faith believe may offer for this position, and is dependent on the successful applicant's education, experience, and skills, in addition to internal equity and geographic region. Dillon reserves the right to pay outside of the posted range, contingent on factors unrelated to an applicant's gender or other status protected by provincial and/or federal law.*

## **Why choose Dillon**

Dillon is powered by people who are technically proficient, passionate about socially important projects, and motivated to deliver superior, tangible results. We strive to remain at the forefront of technology and innovation, and are empowered to continually grow and develop.

We live our **core values**:

- Reliability: words result in actions that build trust;
- Achievement: do the work to hit the target;
- Continuous development: always learning; always adapting; always growing;
- Creativity: discover new possibilities;
- Courage: do the things that matter, especially when it's hard;
- Inclusiveness: enabling belonging to draw strength from our differences.

In addition, we offer:

- **Employee share purchase plan**
  - Dillon is 100% employee owned and share ownership is open to all employees.
- **A competitive compensation package**
  - Comprehensive health benefits.
  - Generous retirement savings plan.
  - Student loan repayment assistance with matching employer contributions.
- **Flexible work hours and remote working options**
  - Dillon values its staff and the contributions that are made each day and understands that work arrangements can differ based on personal needs and business needs. We are taking a trust-based approach to offer a variety of flexible and remote work options to help balance the competing demands of work and personal life.
- **Learning and Development opportunities**
  - As a knowledge-based business, the organic growth of our knowledge and skills occur through our work performance and roles. The creation and sharing of knowledge allows us to take local knowledge to scale, capture lessons learned through experience, and continuously improve service delivery. The development of self and others is an evident and measured core behaviour within our organization.
  - We use a composite approach to development including coaching to build the how, mentoring to share lessons, advising to round out perspectives, and co-creation of knowledge through internal, and learning opportunities.
- **Focus on Innovation**
  - The ability to anticipate, examine, and adopt new and innovative solutions is a crucial driver for the continual and progressive advancement of our business performance. In our culture, people are empowered to reflect and question current practices and seek forward looking solutions to today's problems and tomorrow's opportunities.

- **Employee and Family Assistance program**
  - A variety of EFAP tools and online resources to support well-being are available to all employees.
- **Goodlife Fitness Corporate Membership**
  - Our employees can take advantage of reduced annual membership fees.

### **About Dillon**

Dillon is a proudly Canadian, employee-owned, professional consulting firm specializing in planning, engineering, environmental science and management. We partner with clients to provide committed, collaborative, and inventive solutions to complex, multi-faceted projects. With over 20 offices and more than 1000 employees across Canada, Dillon offers a wide range of services related to building and improving facilities and infrastructure, protecting the environment, and developing communities.

Now operating for over 75 years, we continue to strive for excellence in everything we do. Dillon has been listed as one of **Canada's Best Managed Companies** for the past 17 years and has the distinction of having achieved Platinum Club member status in this program.

### **Employment Equity, Diversity & Inclusion at Dillon:**

Dillon is committed to the principles of employment equity, inclusiveness, and diversity within our organization. We strive to achieve a workplace where opportunities are based on skills and abilities and that respects and values differences.

Inclusion is more than a word to us, it is the way we choose to run our business.

Please connect with us if you require accommodation in the interview process. We would love to hear from you!

Please apply on our website: <https://external-dillon.icims.com/jobs/3155/biologist/job>