



ACTIVE EARTH
ENGINEERING LTD

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WE ARE

HIRING

Career Opportunity

Intermediate to Senior Biologist

- LOCATION:** Lower Mainland, Vancouver Island, Okanagan
- DURATION:** Permanent full time, starting immediately
- ESTIMATED SALARY:** \$100,000 - \$160,000
Depending on qualifications and experience
Plus, annual bonus

1. COMPANY SUMMARY

Active Earth Engineering Ltd. is a multidisciplinary engineering and consulting firm specializing in environmental site assessment and remediation, risk assessment, soil, sediment and rock testing management, hydrogeological engineering, biology and natural environment assessments, environmental permitting, and hazardous building material assessments. Our clients include government agencies (municipal, provincial, and federal), property owners, contractors, developers, realtors, architects, and other engineers and consultants. Our company was created in 2007 by a small group of like-minded engineers and geoscientists who sought to build a top-tier service consulting firm tailored to our clients' needs.

Our team currently includes more than 70 talented and passionate individuals, including engineers, geoscientists, hydrogeologists, agrologists, biologists, technicians and professional support staff with well over 800 combined years of environmental experience. With seven locations across BC - Victoria, Burnaby, Nanaimo, Abbotsford, Kelowna, Nelson, and Summerland, we are strategically positioned to serve the entire province.



2. CURRENT OPPORTUNITY

We are seeking an **Intermediate/Senior Biologist** to help grow our biosciences division, working with **Ken Lambertsen RPBio, Director, Biology Division** and our team of biologists and technicians. Active Earth is seeking candidates willing to work in our Lower Mainland Office and supporting our Kelowna, Kootenays and Vancouver Island offices.

Responsibilities include:

- ➔ Providing technical expertise and mentorship to a team of environmental professionals. This includes supervising, training, and providing experienced direction.
- ➔ Cultivating strong, long-term relationships with clients, regulatory agencies, and stakeholders, and positioning the company as a trusted advisor for environmental protection, biodiversity and ecosystem conservation
- ➔ Preparing proposals and cost estimates, conducting and managing tasks, delivering technical reports, and obtaining regulatory approval.
- ➔ Guiding and overseeing comprehensive habitat assessments, wildlife surveys, fish and amphibian salvage operations, and long-term environmental monitoring programs, ensuring accurate data collection and high-quality reporting.
- ➔ Managing complex, multi-disciplinary projects to ensure compliance with all relevant provincial and federal legislation, including environmental permitting and impact assessments.

The biosciences team will have access to all existing Active Earth resources, including junior scientists and Biologists in Training (BIT), CAD/GIS resources, project management resources, administrative resources, etc. Our current team includes junior and intermediate staff with certifications in electrofishing, marine mammal observation, and RAPR assessments.

The ideal candidate will have:

- ➔ Registration in good standing as a **Professional Biologist (R.P.Bio.) in BC**.
- ➔ A **minimum of 5-10 years** of consulting or industry experience in BC, with expertise in vegetation, fish, wildlife, and ecological assessments, as well as leading teams on complex projects.
- ➔ Proven expertise in assessing the biophysical nature of streams, fish habitat, and aquatic ecosystems, including managing permitting and compliance for a broad variety of projects.
- ➔ Leadership capabilities, including the ability to manage multi-disciplinary teams, oversee project budgets, deliver complex projects on time, and mentor junior staff.
- ➔ Extensive field assessment experience, with a strong ability to design and implement complex environmental surveys, assessments, and monitoring programs across diverse ecosystems.
- ➔ Excellent communication skills, including the ability to prepare technical reports, and communicate complex environmental data to non-experts.

3. PAY, BENEFITS & HOURS

Estimated Annual Salary: **\$100,000 to \$160,000**, depending on qualifications and experience.

Benefits include:

- **Up to four weeks** of paid vacation.
- Comprehensive **medical and dental** coverage, along with a **Wellness Benefit**.
- **RRSP/TFSA matching program**.
- **Annual Performance Bonus**.
- Industry-leading **Professional Development** support, regular **mentorship** and support.
- Collaborative and dynamic work environment.

How to Apply?

Interested applicants should submit a resume and cover letter to employment@activeearth.ca. All questions should be directed to **Tommasina** at employment@activeearth.ca or **778. 737.3488**.

We look forward to hearing from you.

