



Senior Marine Scientist

Dynamic Ocean Consulting Ltd. is a boutique environmental consulting firm based in Port Moody, British Columbia, specializing in marine environmental science, environmental assessments, regulatory permitting, and environmental monitoring. We are a group of multi-disciplinary applied scientists that bridge the realms of regulatory and academic applied scientists, with a strong focus on the marine environment.

Our multidisciplinary team combines applied scientific expertise with an understanding of environmental regulatory processes to support responsible development and environmental stewardship. We recognize the importance of integrating Western scientific approaches with Indigenous and Inuit knowledge, perspectives, and priorities throughout environmental assessment and monitoring processes.

Our projects are primarily located in British Columbia and Nunavut, with opportunities to work in other coastal regions of Canada. We undertake a diverse range of assignments, from marine habitat and species assessments to environmental effects assessments, regulatory applications, and construction environmental monitoring.

As a small and collaborative organization, we offer employees the opportunity to contribute meaningfully to projects, develop new technical skills, and work closely with experienced marine scientists.

We value open communication, initiative, collaboration, and professional growth. We are also committed to supporting a healthy work-life balance through flexible work arrangements, professional development opportunities, and additional paid time off.

We are seeking a Senior Marine Scientist who enjoys the combination of field science, technical analysis, and consulting, and who is interested in growing professionally with our team.

This job requires being able to legally work in Canada and being based in the Metro Vancouver area.

The successful candidate will have the ability to work in a team environment and to function independently. Your personal and professional traits will allow you to work effectively in a multi-faceted environment and you have a keen interest in combining your growth and development with that of the company.

Key Responsibilities

Working collaboratively with project managers and company leadership, the Senior Marine Scientist will lead marine environmental studies and selected consulting projects from planning through technical and regulatory delivery, while contributing to client relationships and business development.

Technical Leadership and Reporting: Lead the design, preparation, technical review, and delivery of existing conditions reports, marine habitat and species assessments, environmental effects assessments, regulatory applications, and environmental management and monitoring plans.

Scientific Study Design: Develop scientifically defensible field methodologies, sampling designs, monitoring programs, and analytical approaches suited to project objectives and regulatory requirements.

Field Program Leadership: Plan, organize, and lead marine environmental field programs, including intertidal and subtidal surveys, species and habitat assessments, and water and sediment quality investigations; oversee personnel, equipment, safety coordination, and logistics.

Marine Technologies: Provide technical oversight and, as required, hands-on support for multibeam and side-scan sonar, ROVs, underwater cameras, hydrophones, and water quality instrumentation.

Data Analysis and Quality Assurance: Direct data management, quality control, analysis, and interpretation; review scientific conclusions and technical deliverables within the scope of the candidate's professional competence.

Regulatory and Construction Monitoring: Lead technical components of permitting and environmental assessments, interpret relevant regulatory requirements, and oversee construction environmental monitoring, mitigation recommendations, and compliance reporting.

Project Management: Manage smaller projects or major project workstreams, including scope, schedules, budgets, staffing coordination, risks, client communication, and timely delivery.

Business Development and Proposals: Identify prospective opportunities and follow-on work; help build and maintain client and partner relationships; lead or contribute to technical proposals, scopes of work, methodologies, fee estimates, and presentations; collaborate with management on the development of existing and new service offerings.

Client and Partner Engagement: Serve as a senior technical contact in meetings and communications with clients, regulators, Indigenous organizations and communities, contractors, and collaborators.

Mentorship: Provide technical direction and quality review for junior and intermediate scientists, mentor developing professionals, and contribute to a constructive team culture.

Field Deployment: Participate in vessel-based work and local or remote field programs, including occasional extended assignments in British Columbia and northern Canada.

Qualifications and Experience (Mandatory)

- Bachelor's degree in marine biology, biology, ecology, environmental science, oceanography, or a related discipline.
- Minimum of eight years of relevant experience in marine environmental consulting, applied marine science, environmental monitoring, or a closely related field.
- Registered Professional Biologist (RPBio) in good standing with the BC College of Applied Biologists (CAB), demonstrable eligibility for that designation, or an appropriate equivalent professional designation for the assigned scope of practice.

- Experience independently leading scientific studies, including methodology, field implementation, data interpretation, and delivery of technical reports.
- Ability to manage project scopes, schedules, budgets, and deliverables and coordinate multidisciplinary personnel.
- Experience leading field personnel and mentoring or reviewing the work of developing scientists.
- Experience preparing or critically reviewing regulatory submissions, technical assessments, or environmental monitoring reports.
- Experience working in the regulatory environment with specific experience interpreting the mandates with the mandates of key federal Regulatory Authorities such as: Fisheries and Oceans Canada – Fish and Fish Habitat Protection Program (DFO-FFHPP), Vancouver Fraser Port Authority (Project and Environmental Review [PER]), Environment and Climate Change Canada (ECCC), Transport Canada, Impact Assessment Agency (IAA)).
- Experience working in the regulatory environment with specific experience interpreting with the mandates of key provincial Regulatory Authorities such as: Ministry of Water, Land and Resource Stewardship (WRS), Environmental Assessment Office (EAO)).
- Experience contributing to proposals, scopes of work, budgets, or client relationship development, together with a clear interest in further developing business development skills.
- Strong technical writing, communication, organization, scientific judgment, and collaborative problem-solving skills.
- A positive attitude and interest to communicate and engage with the team.
- High level of verbal, written and interpersonal communication skills.
- An interest to expand your professional experience portfolio and grow with our organization.
- Ability to multi-task and adapt to conditions in a fast-paced environment.

Qualifications and Experience (Asset)

- Master's degree in a related discipline.
- Established client relationships and demonstrated success helping secure repeat assignments or new consulting work.
- Experience leading proposal development, pricing, strategic pursuits, or growth of marine environmental service offerings.
- Experience working collaboratively with Indigenous organizations and communities and respectfully incorporating Indigenous or Inuit knowledge into environmental studies.
- Advanced expertise with marine survey technologies, hydroacoustic monitoring, habitat mapping, or construction environmental monitoring.
- Experience working in the regulatory environment with specific experience interpreting the with the mandates of key Nunavut (or other Canadian territories) Regulatory Authorities such as: Nunavut Planning Commission (NPC), Nunavut Impact Review Board (NIRB), Nunavut Water Board (NWB)).

- Scientific qualification through the Canadian Association of Underwater Sciences (CAUS) or occupational SCUBA diving certification through the Divers Certification Board of Canada (DCBC).
- Experience in statistical analysis programs such as R.
- Experience in digital mapping programs such as QGIS and ArcGIS.

Certifications

- BC Class 5 drivers license.
- Occupational First Aid.
- Additional marine safety and field qualifications, such as Small Vessel Operator Proficiency (SVOP), Marine Emergency Duties (MED), or advanced first aid considered an asset.

Work Location, Compensation and Benefits

This full-time position will be based out of our Port Moody Office.

The expected annual salary for this position is \$90,000 to \$135,000 depending on relevant experience, qualifications, and technical competencies.

In addition to salary, we offer a competitive benefits program and are interested to support you, and all our employees, in experiences to expand and develop their professional portfolios.

Additional benefits include:

- A 37.5-hour work week.
- Your birthday off.
- A flexible work program, allowing employees to work from home 2 days per week following completion of their probationary period.
- Professional development and opportunities to broaden technical skills and experience.
- Casual, collaborative, dog-friendly office with frequent puppy visitors from our partner rescue Snow Dog Rescue Society.
- Casual office setting and dress code.

Fieldwork may involve extended days, vessel operations, occasional weekend work, and travel to remote locations.

How to Apply

Please submit your CV with a cover letter to careers@dynamicocean.ca and reference your application as being for the 'Senior Marine Scientist' position. We welcome applications from candidates whose experience aligns with the role, even if they do not meet every preferred qualification.