



Reclamation Team Career Opportunity

Intermediate/Senior Botanist

Full time

\$80,000-\$120,000 per year based on full-time work, plus profit sharing

Company Background

Integral Ecology Group (IEG) is a small employee-owned company committed to improving the ecological, cultural, and social wellbeing of people and the planet. We are a group of highly educated and experienced professionals who work across a variety of technical disciplines at the interface between humans and their environments. We apply innovative solutions and support for effective land-use management, culture and ecosystem assessment, reclamation, assessment and management of cumulative effects, and environmental governance. IEG believes that with energy, determination, creativity, and commitment, we can make a positive difference in our communities and ecosystems impacted by natural resource development.

The successful candidate will be part of the Reclamation Team, which provides consulting services in the fields of mine reclamation research and monitoring, mine closure planning, reclamation and ecohydrological modelling, ecosystem classification, and ecological surveys. IEG has offices in Duncan and Victoria, British Columbia, with majority of the team located in Vancouver and on Vancouver Island, although most employees work remotely. Information about some of the types of projects we work on can be found on our website: www.integralecologygroup.com.

Position Description

The position primarily consists of ecological assessments of reclaimed and natural areas. Field work should be expected during summer months (May–September) and will entail independently conducting vegetation field surveys and participating in other terrestrial ecology survey efforts (e.g., tree mensuration, ecological classification) in remote locations in British Columbia (primarily), Yukon, Saskatchewan and Ontario. Field trips typically range from one to two weeks, with personnel being compensated for overtime hours. Outside of the field season, work will include managing and analyzing data, and clearly communicating the findings in reports and other deliverables, as well as desktop projects, such as literature reviews and preparation of regulatory documents. Opportunities for project/client management are available for candidates who have, or are looking to develop, that skillset. Taking on project management tasks is typically required for the upper end of the posted salary range.

Minimum Qualifications

Applicants should have:

- five or more years of relevant experience working as a field botanist;
- proven capability to lead full-floristic surveys in Western Canada; and
- a B.Sc. or M.Sc. in ecology or a closely related field, or equivalent experience attained through alternative pathways.

Experience with applied work in reclamation, ecology or related fields and project-management skills are considered an asset.

Required Skills

The successful candidate should demonstrate:

- extensive plant identification skills, including broad experience with dichotomous keys, e.g., Illustrated Flora of British Columbia, Flora of Alberta and Flora of the Pacific Northwest;
- the ability to travel and carry out physically demanding field research in semi-remote, challenging terrain;
- a solid understanding of factors limiting or facilitating restoration of disturbed ecosystems;
- the ability to carry out data management and quality assurance/quality control tasks;
- proficiency in Word and Excel, with skills in R or other programming languages an asset.
- the technical ability to integrate, interpret, and analyze multiple datasets;
- proficiency with technical writing and clear presentation of data; and
- strong attention to detail.

The successful candidate will also:

- be hardworking, fun, flexible, organized, and a self-starter with a positive attitude;
- demonstrate the ability to work with minimal supervision and as part of a team; and
- be willing and able to balance multiple project requirements while achieving high levels of technical excellence.

Benefits

Benefits available to permanent full-time employees include:

- annual profit-share program;
- employee share ownership plan;
- 5% RRSP matching program;
- salary within or above the industry standard range;
- paid overtime;
- mobile phone and monthly plan;
- laptop;

- field gear allowance of \$500/year;
- four weeks' annual leave and one week of company holidays from December 24th to 31st;
- seven personal business days per year for any reason related to sick leave (for the employee or family members), family emergencies, medical or other personal appointments, mental health days, birthdays/anniversaries, volunteer time, menstrual leave, etc.;
- comprehensive health and dental benefits;
- parental leave matching employment insurance benefits for up to 1.5 years;
- wellness benefit of \$500/year for wellness activities and resources (e.g., fitness memberships, equipment, meal plans, etc.);
- support plans for continuing education (e.g., M.Sc., Diploma);
- professional development support and funding;
- a flexible work environment including working from home, flexible work hours, and time off for religious, spiritual, and/or cultural days; and
- a fun work environment with a team that enjoys getting together for meetings, company retreats and social activities.

To Apply

Please attach a curriculum vitae, names and contact information for two professional references, and a cover letter detailing qualifications and research interests to jobs@iegconsulting.com. Please ensure that the job title, "Intermediate/Senior Botanist", is noted in the subject line of the email. Please mention in your email which job board you are applying from. Please do not contact us by phone.

Applications will be reviewed as they are received and the position will remain open until a suitable candidate is found. We thank all applicants for their interest; however, only individuals selected for an interview will be contacted.

Diversity Statement

IEG is strongly committed to diversity and employment equity. We welcome applications from Indigenous persons, racialized persons, women, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities.

Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, Erika Bockstael at ebockstael@iegconsulting.com.

As a company that continues to serve and support Indigenous communities through our work, we seek applications from First Nation, Métis and Inuit candidates. Indigenous applicants selected for an interview are welcome to communicate their interest in having a family member or Elder present for their interview.