



ECOFOR



Senior Biologist

Job Type: Full-time, permanent

Location(s): Prince George, or remote

Hours of Work: 40 hours/week

Salary Range: \$98,570 to \$121,268 per year

Join us in protecting natural, environmental, and cultural resources.

Travel to beautiful landscapes and potentially work on projects all over Western Canada

About Ecofor

Ecofor Consulting Ltd. is a natural and cultural resource management company, with offices in British Columbia, the Yukon, Alberta, and Nova Scotia. Founded in 1996, Ecofor has steadily grown to meet the demands of our clients who include private contractors, developers, landowners, government agencies, First Nations, and Indigenous organizations.

Our team provides expertise in a broad range of disciplines in the biological, environmental, and social sciences. We specialize in fisheries, wildlife, aquatic and terrestrial resources, environmental management, archaeology and cultural resources, land use planning, ground penetrating radar, and forestry.

For more information about us, including our projects, please visit ecofor.ca.

What Your Day Will Look Like

As a Senior Biologist, you will take the lead on designing and coordinating field-based projects, ensuring scientific rigor and logistical efficiency. Whether you're mapping out study designs in the office or leading a team in the field, you'll be hands-on in data collection and quality assurance. Back at your desk, you'll transform field observations into high-quality technical reports that meet regulatory and client expectations. Clear and proactive communication with clients, partners and internal teams will be key to keeping projects on track and building trusted relationships. From boots-on-the-ground biology to strategic project oversight, you'll play a critical role in delivering meaningful environmental outcomes.

What You'll be Responsible for

- Designing, coordinating, and leading field studies focused on terrestrial or aquatic ecosystems, including species-at-risk surveys, habitat assessments, and biodiversity monitoring initiatives.

- Analyzing and interpreting biological data to inform environmental assessments, impact evaluations, and the development of practical mitigation strategies.
- Preparing proposals, scopes of work and cost-estimates within your area of practice.
- Support the development of assessments and management plans in compliance with provincial/territorial and federal environmental requirements.
- Preparing clear, high-quality technical reports and regulatory submissions that meet provincial/territorial and federal environmental requirements.
- Providing guidance, training and direction to junior and intermediate biologists.
- Fostering positive relationships with local communities, Indigenous groups, governmental agencies and other stakeholders.
- Promoting a strong safety culture and working collaboratively within Ecofor's corporate culture, including contributing to business development efforts.

What Will Help You Succeed:

Our ideal candidate brings over ten years of experience as an applied Biologist with relevant subject matter expertise to the consulting industry and prior consulting experience. You have a Master of Science in Fisheries Management, Wildlife Management, Plant Science or related discipline and a designation as a Registered Professional Biologist. You have developed a strong reputation within your subject matter and demonstrated ability to communicate effectively, both orally and in writing. You have a proven ability to develop and lead complex field programs and mentor junior and intermediate staff. Your advanced analytical and technical writing skills and problem-solving abilities enable you to develop meaningful recommendations and produce high-quality reports, regulatory submissions, and contribute to environmental assessments. You also demonstrate a strong commitment to fostering respectful, collaborative relationships with Indigenous communities, thoughtfully integrating Indigenous knowledge and values into your work.

- Master of Science in Fisheries Management, Wildlife Management, Plant Science or related discipline (e.g., Fisheries Science, Wildlife Biology, Wildlife Ecology and Management, Applied Animal Biology, Botany, Ecology).
- Ten (10) plus years' experience in applied biology.
- At least two (2) years of environmental consulting experience, five or more years of experience preferred. Prior working experience in government and/or in the mining and oil and gas sectors are considered assets. Prior experience working as a technical discipline lead for Environmental Assessment preferred.
- Designation as a Registered Professional Biologist (R.P. Bio/P.Biol) in good standing with the BC College of Applied Biologists, or eligible to obtain within six (6) months.
- Specialized expertise in either fisheries, wildlife or vegetation, relevant to consulting.
- Proven experience in developing study designs, leading and coordinating projects, managing teams and mentoring staff.
- Strong working multi-jurisdictional knowledge of guiding legislation and best practice for construction and operations, and regulations and guidelines pertaining to survey methodologies and environmental assessments.
- Strong knowledge of safety standards and protocols in fieldwork
- Demonstrated experience managing large biological databases.
- Demonstrated experience in writing proposals, work plans and creating cost estimates.
- Self-starter with strong organizational skills and the ability to prioritize tasks and meet deadlines.
- Excellent interpersonal and communication skills; able to partner effectively with a variety of internal and external stakeholders

- Advanced technical writing skills demonstrated by reports or peer-reviewed publications.
- Strong analytical and problem-solving capabilities (e.g. statistical analysis, modelling, spatial habitat mapping, Terrestrial Ecosystem Mapping).
- Strong leadership skills with the proven ability to guide and mentor junior and intermediate staff.
- Able to work constructively within diverse project teams (e.g. archaeologists, project managers), clearly articulating biological considerations while understanding and integrating other technical perspectives.
- Indigenous cultural awareness and demonstrated ability to build respectful partnerships with First Nations communities.
- Proficiency in Microsoft Office Suite (Word, Excel, Outlook, Teams), SharePoint, and virtual meeting platforms such as Zoom or Microsoft Teams; experience with GIS or database management is preferred

Position requires: Criminal Record Check, Valid Driver's License

Language Requirement: Fluent in English

The role is primarily office-based but may occasionally require travel and remote field work.

Lastly, you will be joining us with the passion to contribute and believe in the work that we do.

You don't need to meet every listed qualification to make a meaningful impact on our team. If the opportunity at Ecofor excites you and you're inspired by what we do, we encourage you to apply, we'd love to hear from you.

What We Offer

At Ecofor, we know that our people are our greatest strength. That's why we're committed to a total rewards philosophy that goes beyond competitive pay.

When you join Ecofor you can expect:

- Competitive wages that recognize your skills and contributions
- Comprehensive benefits including extended health, dental, vision and prescription coverage
- Virtual health care services for convenient access to medical support when you need it
- Life, dependent and disability insurance to give you peace of mind
- Opportunities for meaningful work that aligns with your values
- Room to grow through professional development and career advancement
- A people-first culture where connection, collaboration and well-being come first.

Wage Range: This is a Salary position with a target hiring range of \$98,570 to \$121,268 per year. Final placement within this range will typically be between the minimum and midpoint and is determined based on each candidate's unique combination of skills, knowledge, experience, and abilities. We also consider factors such as market conditions and internal equity to support fair and transparent compensation practices.

Location: We have offices in [several locations in western Canada](#), however, successful candidates who reside outside those areas can be based out of their existing home, if preferred.

Our Values

Ecofor's mission is to create lasting value beyond individual projects by building trusted partnerships rooted in professionalism, efficiency and integrity. Centering people in everything we do, we help enrich communities and protect the environment for generations to come.

We are a safety-first company. We are committed to creating and maintaining a safe work environment.

We are an equal opportunity employer. Ecofor values diversity and will consider all applicants for employment without attention to race, religion, age, gender identity, nationality, or sexual orientation.

We respectfully recognize and acknowledge the relationships that First Nations, Inuit, and Métis across Canada have with the land all Canadians live on and enjoy.

Ecofor: Why We're Here

It is such an honor to be able to visually narrate Ecofor Consulting's beautifully inspiring and motivating stories, as well as a unique adventurous experience that was unforgettable! Take a look at this amazing episode where the owner of Ecofor, Kevin Wilson, takes us on outdoor exploration and tells us what he had to do to achieve their goal of success: <https://youtu.be/v4k0Dsnws-8>

If our values resonate with you — apply today!

Job ID Numbers:

- 2025-025 – Prince George, BC
- 2025-026 – Fort St. John, BC
- 2025-027 – Fort St. James, BC
- 2025-028 – Whitehorse, YT
- 2025-029 – Remote

Deadline to Apply: Please apply online at ecofor.ca/careers or send your resume and cover letter to careers@ecofor.ca. Please include the **Job ID number(s) you are applying for in your cover letter/resume**. We wish to thank everyone for their interest in Ecofor; however, only those selected for an interview will be contacted.

Ecofor is committed to providing accessible and inclusive processes throughout the application and selection phases. If you require accommodation at any stage of the recruitment process, please reach out to our Human Resources team at hr@ecofor.ca. We will work with you to ensure your needs are met.