

Environmental Consultant

Kamloops, BC

About the Opportunity

Our growing Environmental practice is looking to add a talented and enthusiastic Environmental Consultant to join our team. In this role, you will benefit from the support of industry professionals while working on exciting and challenging projects throughout British Columbia that make a meaningful difference in many communities, including local governments and Indigenous communities.

Through our work, we strive to have a positive impact in the communities that we serve. To help support this, we are looking for someone who shares our values and is excited to provide a high level of service for our longstanding clients. Coupled with the diverse learning and project experience opportunities, do you see yourself excited to contribute to...

- Fieldwork and compliance monitoring:
 - Conduct fisheries and fish habitat assessments, hydrometric assessments, instream works (e.g., fish/amphibian salvage), and water quality monitoring.
 - Complete Phase 1 Environmental Site Assessments.
 - Conduct field studies in accordance with RISC standards.
- Construction monitoring:
 - Lead environmental construction monitoring.
- Reporting and documentation:
 - Prepare baseline assessments, monitoring reports, environmental management plans, and other deliverables using desktop and field data.
- Water resilience and climate adaptation support:
 - Contribute to water resilience and climate adaptation planning, including water limitation analyses and environmental flow needs assessments.
 - Lead/assist with regulatory applications under the Water Sustainability Act.
- Regulatory approvals and permitting:
 - Apply in-depth knowledge of environmental legislation to advise clients on compliance requirements.
 - Obtain and manage municipal, provincial, and federal regulatory approvals for projects.
- Biophysical assessment and management:
 - Conduct wildlife surveys and habitat assessments to evaluate and mitigate project impacts on valued components.
 - Apply environmental regulations and best practices to maintain compliance.
 - Conduct desktop and field biophysical assessments.
 - Analyze and interpret data; draft clear, comprehensive reports.
- Collaboration and internal support:
 - Build strong relationships with clients and colleagues, and support teams across our offices.

About You

Our ideal candidate will be a Biologist or Agrologist with a professional designation or ability to obtain register as a professional, and a minimum of 3 years of relevant environmental experience. The core skills that will help you succeed here include:

- You have experience working with aquatic and/or terrestrial wildlife.
- You have experience permitting experience working under the BC Water Sustainability Act, Federal Fisheries Act, BC Land Act (tenures), and/or the Federal Impact Assessment Act.
- You have experience in impact assessment and mitigation planning.
- You communicate clearly and professionally, proactively sharing updates while actively listening to others.
- You seek out opportunities to collaborate with people of varying backgrounds and perspectives.
- You are a self-starter who works independently and manages multiple projects in a self-directed environment.
- You take initiative, are a problem solver, and continually deliver consistent, high-quality work.
- You have a valid Class 5 Driver's Licence, or equivalent, and are willing and able to travel to project sites throughout Western Canada.

About Us

Urban Systems is a Canadian, employee-owned, interdisciplinary community consulting firm. We are united in our mission to transform communities everywhere into vibrant places where people want to live today, tomorrow, and forever.

At Urban Systems, vibrant communities are everything—including our own work community. Since 1975, we have grown to more than 700 people with 18 offices across Canada. Every day, our purpose-driven team works closely with our clients and their communities to deliver impactful work. We are proud to work with diverse clients, including Indigenous communities, all levels of government, commercial and residential land developers, and the natural resource sector.

We care for our communities and for our people. It's our differences that make us exciting, and our shared belief in Urban Systems that binds us together. We're searching for the creative and passionate and the curious and courageous to join us in creating meaningful and generational change in communities.

Our Commitment to You

Are you looking for opportunities to participate in challenging projects and work with multiple teams? Join a diverse and supportive group of professionals at Urban Systems and take part in impactful work building vibrant communities across Canada. Here's what you can expect as a team member at Urban Systems:

- **Competitive Compensation and Benefits.** You'll receive competitive compensation, extended health, dental, vision care coverage, and more. **This position will have a**

salary range of \$74,000.00 - \$92,000.00 per year based on a 40-hour work week.

The range is negotiable based on your skillset and experience.

- **Paid Time Off.** We encourage all team members to take time off to recharge. Enjoy 3 weeks of paid vacation to start, in addition to statutory days off throughout the year.
- **Learn and grow.** Your professional growth & development is supported here. You are encouraged to take initiative and shape your career through coaching, in-house learning, technical courses, and more.
- **Work with Interdisciplinary Teams.** Amazing things happen when you mix creativity, curiosity, teamwork, and a strong desire to collaborate and innovate. You will be part of diverse, interdisciplinary teams to deliver important projects for our clients and their communities.
- **Flexible Hours & Work Environment.** You have a life outside of work. We offer flexibility in your work environment to help you do your best work and meet your commitments.
- **Saving for the Future.** To help you achieve your long-term retirement goals, we offer a Long-Term Matching Program that matches your contributions (up to 5%) to an RRSP or TFSA.
- **Support through Transitions.** You will be supported through life's moments and transitions, big or small, including top-up for parental leave for both biological and adoptive parents.
- **Create Lasting Community Impact.** *98% of Urban Systems employees believe that the work we do is important. Join a team of like-minded leaders and work together to bring impactful community projects to life!*

How to Apply

If this describes your background, skills, and attributes, please visit our website for more information and submit your resume and cover letter. If it doesn't describe you exactly, but you feel you are well suited to this opportunity, we encourage you to apply.

Urban Systems is an equal opportunity employer. We strive to create an inclusive culture for all employees. Our clients come from all walks of life, and so do you. We believe that diversity and unity amongst our teams leads to building vibrant communities.

Deadline for applications: **Monday, April 13, 2026, at 9:00 am PDT**