

ENVIRONMENTAL OPERATIONS MANAGER – WILLIAMS LAKE, BC

Kintera, formerly known as DWB Consulting Services and Chartwell Resource Group, is a multi-disciplinary British Columbia based natural resource consulting firm with offices across the province. Formed through the merger of two well-established firms, the company brings together decades of field experience and technical expertise to serve government, industry, and Indigenous communities throughout BC and beyond.

Kintera provides a comprehensive range of services including forestry management, engineering design, environmental and biological assessments, GIS and mapping, planning and permitting, and compliance monitoring. Our team of engineers, foresters, biologists, and GIS professionals works across sectors including forestry, transportation, utilities, clean energy, oil and gas, and mining, combining on-the-ground knowledge with innovative technology to deliver practical, sustainable solutions.

Overview

We are looking for an energetic, client-focused **Environmental Operations Manager** to lead our Williams Lake Environment team. If you are a technically strong RPBio (or other BC-registered environmental professional such as PAg or RPF) who is ready to grow into management or a current technical lead eager to take the next step. This role offers hands-on project work, leadership experience, and a clear path to expand your career and take on increasing responsibility while living in a great community. Relocation costs and signing bonus are available.

Why this role matters

You will lead a small, skilled team (5–10 staff) delivering practical environmental solutions across transportation, mining, utilities, forestry, clean energy, and other natural-resource sectors. You'll combine hands-on project work with client leadership, staff mentoring, and business development to expand Kintera's presence in the Cariboo-Chilcotin region.

Location and work style

- **Primary office:** Williams Lake, BC (Cariboo region). Relocation support is available for the successful candidate.
- **Work arrangement:** Office-based with flexible scheduling and some field work and travel within the Cariboo-Chilcotin region.
- In the Cariboo you will find the perfect mix of lifestyle, prosperity and community. Williams Lake is among the most affordable cities in the province, with real estate priced below the provincial average. See here for more about making your home in the beautiful Cariboo region: <https://www.cariboord.ca/business-and-development/make-the-move/>

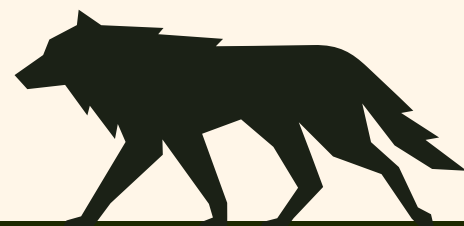
Reporting Structure

In this role, you will report to and work with our Director of Environment, who is also based in Williams Lake and available to provide direct mentoring and support, to set the direction of the Williams Lake Environment department and to ensure client needs and division goals are successfully met.

Key responsibilities

The responsibilities for this role will include, but are not limited to:

- Leading and mentoring a team of professionals, in training professionals, and technicians; support career development and on the job training.



- Managing projects from scoping through delivery: budgets, schedules, safety, quality control, and client communications.
- Acting as Environmental/Discipline Lead or Project Manager on a broad range of projects.
- Growing client relationships and support proposal/quote development to win new work.
- Promoting a progressive safety culture and support Kintera's safety program.
- Participating in field work as required to support staff training and project needs.

Who we are looking for

- **BC-regulated environmental professional** (RPBio, PAg, RPF, PGeo, PEng; registered technologists will also be considered).
- **BC environmental consulting experience** — demonstrated familiarity with provincial permitting, regulators, and First Nations engagement, with at least **five (5)** years of environmental consulting experience.
- **Early- to mid-career** candidates encouraged; we welcome applicants who have strong technical skills and leadership potential even if they haven't held a formal manager title.
- **Project management experience** (scheduling, budgeting, client reporting).
- **Strong communicator** with excellent report-writing skills and the ability to prepare study designs, proposals, and quotes.
- **Proven ability to build relationships** with clients, Indigenous partners, and regulators.
- Commitment to mentoring staff and supporting professional development.
- A valid Class 5 driver's licence with experience operating 4x4 vehicles off highway.
- Legally authorized to work in Canada.

Compensation and benefits

The pay range for this position is **\$114,400 – \$145,600 (\$55 – \$70 per hour)** plus signing bonus and annual performance-based bonus (typically between 2-5% of salary). Managers are paid for all hours worked and pay will be commensurate with experience and qualifications.

Benefits include: relocation assistance, extended health, vision and dental, health care spending account, retirement savings plan with employer matching, vacation pay, cell phone allowance, annual field gear allowance, paid professional membership fees, and an annual professional development allowance.

How to apply

Please submit **a resume and cover letter** that highlights: your BC consulting experience, registration status, examples of project leadership, and your interest in mentoring and team development [Apply Here](#).

We thank all applicants; only those shortlisted will be contacted.

For more information, please visit www.dwbconsulting.ca.

