

Source: BC Hydro

Job Title: Natural Resource Specialist 2

Job Location: Prince George

Annual Salary: \$ 86,000.00 - 92,600.00

Powered by water... and by people like you

Providing clean electricity to 4 million customers takes a diverse workforce and that's where you come in. We need your talent to help us build major projects to meet growing demand. To help our customers find clean energy solutions for their homes and businesses and to be ready to respond during storms and outages to keep our system reliable.

Working for BC Hydro is meaningful. And now, the stakes have been raised as we work towards a solution to climate change while safely providing clean, affordable electricity to our customers.

We offer a healthy work life balance, training opportunities and career progression. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers. Join us as we build an even cleaner B.C.

JOB DESCRIPTION

Duties:

- Under the supervision of a registered professional, prepares terms of reference, budget estimates, related analytical and other research reports for portions of fish- and wildlife related research programs and projects and determines project approach and objectives, parameters, costs and staff requirements and establishes priorities. Reviews, evaluates and recommends selection of consultants and reviews their reports to determine technical acceptability.
- Prepares and implements work plans and schedules for portions of programs for mitigating and/or compensating for the effects of new and existing BC Hydro facilities and construction, operations and maintenance activities on wildlife, fish, aquatic and natural ecosystems. Inspects, monitors and administers projects (including contract administration).
- Conducts field reviews and inspections of construction, operations, maintenance and waste management/pollution prevention systems activities. Monitors compliance with environmental permits and BC Hydro's best management practices. May provide technical direction to field personnel in sampling techniques. Prepares and ensures contingency and closure plans are valid. Reviews documentation, terms of references, standards, guidelines and summaries of requirements for technical content to ensure compliance with legal, regulatory, environmental and safety legislation.
- Participates in environmental reviews of operating facilities to identify potential environmental impacts and associated mitigation methods. Makes recommendations in

accordance with established protocols related to the upgrading of facilities or mitigating the impacts of BC Hydro's operations.

- Under the supervision of a registered professional, provides technical advice/guidance to ensure environmental issues, objectives and strategies are considered and incorporated into operational plans.
- Under the supervision of a registered professional, provides biological and/or scientific information at public meetings, license hearings, and to program or environmental groups. Provides technical advice and instructions to field personnel in the event of emergency environmental problems and may seek guidance from a registered professional.
- May be deployed to the field to respond to unforeseen environmental concerns and may coordinate response teams and routine external reporting. Participates in incident investigations as required.
- Performs some or all of the duties of the lower-level Natural Resource Specialist job.
- Performs duties of a minor nature related to the above duties that do not affect the rating of the job.

Qualifications:

- Bachelor of Science degree (such as Biology, Geoscience or a relevant field); AND two (2) years of relevant work experience. OR
- Technologist Diploma in Science; AND three (3) years of relevant work experience.
- Must be either eligible for professional designation OR registered in the "in Training" category with a regulatory body governed by the BC Professional Governance Act.
- Must hold a valid class five (5) driver's license.

WHAT WE OFFER

- A comprehensive benefits package - A minimum of 15 paid vacation days - A lifetime pension - Flexible work model, depending on your role type - Training and development courses For more information on the benefits we offer, visit bchydro.com/benefits.

ADDITIONAL INFORMATION

- This position is affiliated with the Movement of United Professionals union (MoveUP/COPE). <http://moveuptogether.ca>
- This is a Full-time Regular (FTR) MoveUP Group 10 opportunity on the team, based out of our headquarters in Prince George, BC. Headquarters may change based on company and/or Project needs.
- A condition of employment is to maintain your Class 5 drivers license in good standing.
- As part of the selection process, applicants may be required to take a written test/assessment or presentation.
- Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.

- Frequent travel along the NCTL will be required.
- Camp work may be required from time to time.
- Ability to work set shift schedules to be discussed during the interview process.
- Frequent field trips to remote areas that may require the operation of boats, snowmobiles, ATVs, and 4X4 trucks on rough access roads to conduct field work. May be required to participate in helicopter-based surveys.
- Frequent exposure to all weather conditions with no shelter when performing field work and working at construction and operational sites. Regular exposure to work around water, including river and reservoirs when performing field work.
- Regular requirement to hike and climb over rough terrain while carrying field equipment of moderate weight. Skills, Knowledge and Abilities Required:
- All the skills, knowledge and abilities of the Natural Resource Specialist 1 job.
- Significant working knowledge of provincial and federal legislation, acts and policies related to water, fisheries, wildlife and other natural resources.
- Significant knowledge of contaminated sites, waste, environmentally hazardous material handling, storage and disposal methods.
- Significant knowledge of fish and wildlife biology and habitat assessments.
- Significant knowledge of wildlife, fish, aquatic and natural ecosystems and resident fish populations.
- Significant knowledge of the assessment and management of the environmental effects of maintenance, operations and construction work.
- Significant knowledge of safety issues related to field work in a utility operations and construction environment.
- Significant analytical and research skills.
- Significant oral and written communication skills, including the ability to prepare technical reports.
- Significant interpersonal skills with the ability to establish strong working relationships with internal stakeholders, public, regulatory agencies and Indigenous communities.
- Significant organizational, planning, budgeting and work scheduling skills.
- Significant practical computer skills in data capture and analysis tools and Microsoft Office applications (such as Word, Outlook, PowerPoint, Access and Excel).
- Significant knowledge of contract administration processes.
- Ability to adhere to BC Hydro procedures and project management practices.
- Ability to apply appropriate methodologies for sampling.
- Ability to drive a motor vehicle.
- Physical ability to carry out job duties.
- Some positions may require the ability to operate a boat. Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays. Location: Prince George, British Columbia, Canada, V2N 1B4. Date Posted: 2026-07-29 Closing Date: 2026-08-12 52476091 For internal use

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by August 12, 2026.

Click here to access the job posting or visit the BC Hydro "Current Opportunities" Careers page to view and apply for jobs.

You must use a supported browser, such as Firefox, Internet Explorer, Google Chrome or Safari. Your pop up blocker will also need to be disabled for the BC Hydro Careers site.

On the BC Hydro Careers site, click on the Apply button in order to complete the steps to apply for this job. Please be sure to update your Candidate Profile with your current resume and include copies of your certifications, if applicable.

We're always looking for exceptional people to bring new ideas, fresh thinking and the motivation to help shape the electricity system in B.C. It's an exciting time to be a part of our team as we invest in our system and prepare to meet the challenges of tomorrow.

Our values guide our work. Want to join us?

- We are safe.
- We are here for our customers.
- We are one team.
- We include everyone.
- We act with integrity and respect.
- We are forward thinking.

BC Hydro is an equal opportunity employer.

We include everyone. We welcome applications from anyone, including members of visible minorities, women, Indigenous peoples, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities.

We are also happy to provide reasonable accommodations throughout the selection process and while working at BC Hydro. If you require support applying online because you are a person with a disability, please contact us at Recruitmenthelp@BCHydro.com

Flexible work model role definitions

- **IBEW/Field** – No option to work from home
- **Resident** – Works primarily (4+ days per week) in the office.
- **Hybrid** – May be able to work from home up to 3 days per week.
- **Remote** – Works from home 4+ days per week