

Source: BC Hydro

Job Title: Natural Resource Specialist 4

Job Location: Burnaby, British Columbia, Canada

Annual Salary: \$ 104,800.00 - 112,800.00

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:

- Prepares budgets, terms of reference, standards, guidelines and contract specifications, etc. for, and oversees, inspects and administers a full range of biological resource and environmental protection measures for major, large, complex programs and projects to meet environmental objectives and regulatory requirements.
- Undertakes in-depth studies to determine the environmental impact of major, large and complex programs and existing, planned or future BC Hydro operations, maintenance work or projects.
- Develops standards and strategies for parameters influencing the biological environment. Prepares recommendations to enhance consistency and quality of standards. Responds to unforeseen environmental concerns not covered by existing regulations for standards.
- Oversees, monitors and inspects operations, construction and contractor crews to ensure consistency in environmental inspection protocols and report preparation. Liaises with internal/external groups.
- May be deployed to the field to provide technical advice and guidance to unforeseen and complex environmental concerns. Leads response coordination and related internal and external communication/reporting. Participates in incident investigations as required.
- Provides technical direction to consultants, field personnel leaders and lower-level Natural Resource Specialists engaged in environmental inspection and related activities to ensure consistency, quality control requirements, standards, guidelines. Mentors lower-level Natural Resource Specialists.
- Performs some or all duties of the lower-level Natural Resource Specialist jobs.
- 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 eight (8) years of relevant work experience. OR
- Technologist Diploma in Science: AND nine (9) years of relevant work experience.
- Must be in the registered professional category with a regulatory body governed by the BC Professional Governance Act; OR must be eligible for registration AND registered within two (2) months of hire.
- Must hold a valid class five (5) driver's licence.

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 12 opportunity on the team, based out of our headquarters in Burnaby, BC.
- A condition of employment is to maintain your Class 5 drivers license in good standing.
- 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.
- As part of the selection process, applicants may be required to take a written test/assessment or presentation.
- Regular 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.
- Regular 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.
- Occasional requirement to hike and climb over rough terrain while carrying field equipment of moderate weight. 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.

How to Apply

Interested candidates should submit their applications online at https://app.bchydro.com/careers/current_opp.html by September 15, 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