



Full Time Opportunity

Job Title: Technical Lead, Fisheries and Aquatics **Type:** Full Time
Location: Victoria, Vancouver, or remote in BC **Wage:** \$53.50 - \$75.50 per hour

Who is Two Worlds Consulting?

Two Worlds Consulting (TWC) is a Canada-wide social and environmental consultancy. We work with Indigenous Nations, the private sector, and government to support rigorous process, informed decision-making, and shared prosperity. Our commitment to people—and to more than one perspective—is clear in everything we do.

For more information about TWC, please visit our website at twoworldsconsulting.com.

Position Description

Reporting to the Director, Ecology, TWC's Technical Lead, Fisheries and Aquatics contributes to ecology and environmental impact assessment services for our diverse client base, informed by both Indigenous Knowledge (IK) and western science. They support the continued development of technical skills, innovation in methodologies, and high standards of quality in all TWC work. They lead the fish components of environmental impact assessment projects (federal, territorial, provincial etc.), and provide regulatory analysis, guidance, and advice internally to TWC leadership, technical leads and project teams, and externally to TWC clients. They play a key role in preparing effective technical proposals, and oversee, direct, review and contribute directly to TWC reports and other work products and activities.

Duties and Responsibilities

- Manage the fisheries and aquatics components of permitting, assessment, and monitoring projects under the requirements of local, provincial, and federal environmental regulations, including: preparation/review of all necessary reports; meetings/presentations with/to clients and regulators; and providing technical guidance.
- Support the preparation of fisheries and aquatics chapters of impact assessments, including methods development, scoping, drafting, editing, and Quality Control (technical, senior, final) review of content.
- Evaluate client field programs and provide technical expertise related to environmental effects monitoring programs, fish and fish habitat baseline surveys, offsetting

effectiveness monitoring, and instream and environmental flow needs assessments.

- Build and maintain relationships with clients and collaborators, including proponents, regulators, and Indigenous communities, by actively developing a comprehensive understanding of needs, priorities, and objectives while providing trustworthy support and service.
- Contribute to business development by establishing or building upon existing strategic relationships, leading relevant proposal development, and networking to promote TWC's fisheries and aquatics services.
- Build and maintain client relationship and leverage experience and current relationships to support growth.
- Provide technical mentorship to junior ecologists.

Qualifications

- Minimum undergraduate degree in a related field of study (e.g., zoology, ecology, biology, etc.). A Graduate degree in a related field is an asset.
- Relevant professional designation (e.g., R.P.Bio.) or the eligibility to apply.
- 10+ years of relevant and progressive experience, including professional consulting experience. Experience should include managing and designing studies, writing baseline reports, writing mitigation and management plans, and writing impact assessment chapters.
- A minimum of three years managing fisheries projects at a senior level.
- Knowledge of Canadian federal, territorial, and provincial legislation regarding fisheries and aquatics. Experience with hydrology and/or water quality would be an asset.
- Experience working with social and environmental discipline leads and other subject matter experts on large complex projects.
- Experience working with proponents, regulators, and Indigenous nations on large complex projects.
- Excellent technical writing and analytical skills, including experience with data management and analysis, preparing technical reports, and communicating complex issues in plain language for a variety of audiences.
- Strong capability and familiarity with Microsoft Office applications.
- Motivated, positive team player, who collaborates effectively and respectfully with others.
- Able to work well in a team and independently to meet deadlines.

This posting will remain open until a suitable candidate is found.



Working Location

Work will be typically performed in one of TWC's offices or your remote home office. Some project assignments may require a presence at client sites, including offices, project operations, communities, and other premises.

Travel

Occasional travel will be required to achieve the duties and responsibilities above to serve clients' and TWC's needs.

Employment Equity

As an Indigenous-owned organization, we are committed to developing diversity within our workforce and specifically to increasing Indigenous representation within our organization. We ask that Indigenous candidates self-identify in their cover letter so that we consider their application accordingly.

TWC welcomes all cultures, ages, genders, sexual orientations, and abilities. We recognize and celebrate the diversity of all peoples and actively promote development of inter-cultural competence within our team.

If any candidate requires an accommodation or support to participate in the application process, please contact our HR Department via email at hr@twoworldsconsulting.com or call us at 778-401-6825.

