

Experienced Biologist

Permanent Full-Time Position
Fort St. John, BC

About Us

We're Blackbird, a group of registered professionals based in Fort St. John, providing some of the best biology and agrology advice in northeastern BC. We love working on projects that make a difference, and do not shy away from tricky challenges. We look forward to every new project because it's a chance to learn and solve complex ecological problems together.

Why We're Hiring

Blackbird is growing, and so is our operations team. We're looking for a humbly confident biologist to join our team and grow their career with us. This is a full-time position, and you just might be a perfect fit. You'll know it if you have a bit of practical experience in your craft and are known for being curious, well organized, and thrive in a collaborative team environment.

Requirements (these are real, actual requirements)

- Degree or diploma in biology, environmental sciences, fish & wildlife, or a similar field.
- Membership with the College of Applied Biology or confirmed eligibility to obtain membership.
- At least one field season of work experience in biology or environmental consulting.

We have an overarching requirement when it comes to joining our team: our core values have to really click with you. There's just three of them:

Prioritize People

We're friendly and take a genuine interest in others, which means we tend to listen more than talk. We are considerate and truly care about people's emotional and physical health. We give and share credit easily and admit our own mistakes. We communicate effectively and express ourselves with clarity, compassion, and empathy.

Build Trust

We do what we say we will and don't violate the trust put in us by our peers, our clients, and our communities. We understand the big picture and put our actions into context. We keep processes simple, use resources efficiently, and are transparent in our approaches. We own our successes and our failures, and we don't try to be someone we're not.

Pursue Growth

We work hard to be true experts in our craft but are humble in our interactions. We chase knowledge, try to get out of our comfort zone to learn and grow, and encourage the people around us to do the same. We are always open to feedback and other ideas, and we don't take critique personally.

We live our Core Values every day at Blackbird, and we mean it when we say we are an equal opportunity employer. We believe that a diversity of backgrounds, abilities, beliefs, and experiences are critical to our success, and we are passionate about creating a welcoming, supportive, and collaborative environment for all employees. All are encouraged to apply as we continue to grow a smart, hard-working, and diverse team who loves working together to build something that matters.

Blackbird Environmental Ltd.

Suite # 10, 10421 100 Street | Fort St. John, BC | V1J 3Z3 | 250.793.7262

This is a brief intro, but there's a lot more to Blackbird and this position. First, you need to know if you'll even like working with us (we're pretty sure you will). Blackbird has been around since 2013 and is growing steadily – we're in it for the long haul. So, let's talk about life at Blackbird, and then we'll get into more detail about what we're looking for.

How you'll work at Blackbird

We work hard to make working at Blackbird a great experience and have a team of truly exceptional people - the kind you'll be excited to work with. Here's how we operate:

Live in the BC Peace Region

We're working out of one office in Fort St. John, and we'd like you to live somewhere nearby. Proximity often doesn't influence productivity, and we have great remote work infrastructure, but this position requires some fieldwork and hands-on learning from other professionals. We're home every night, most of the time.

No Crazy Hours

We sometimes work over 40 hours a week, but it's not super common. There have been a few occasions where things got a little crazy and people had to put some extra time in. But then they got paid great overtime or took some extra time off, so it all balances out. We work hard and smart but we're in this for the long haul, no need to go crazy on the hours.

Take Vacation

It's important to get plenty of downtime to get out and do something. We offer 6 % of your earned wages as paid time off for all full-time employees. Sounds complicated, but essentially means a minimum of three weeks of paid vacation, plus you make more vacation time if you work overtime (which happens sometimes).

Prep for Retirement

We offer a group RRSP with a match to all our full-time employees. You can put up to 5 % of your pre-tax wages into it, and Blackbird matches your contributions. We've set the RRSP up with a range of passively-managed, low-cost index funds. Trust us, you'll like it.

Up your Game

We're serious about helping you improve your craft, and you'll have an annual budget of \$2,400 to spend however you like on professional development. Think conferences, online or in-person courses, subscriptions... it's really up to you. We love to see our people grow.

Your First Eight Weeks

We onboard slowly to really give you a chance to not only understand how we do things, but also why. During your first eight weeks, we'll pepper you with training and feedback while you learn the ins and outs of your new role. You will have a mentor and there will be lots of internal and external training.

If this all sounds interesting to you, read on because now we want to talk about you. You will play a big part in helping us to reliably exceed our client's expectations.

What Success Looks Like:

You'll join our operations team and will work together with a range of agronomy and biology professionals in delivering effective, scientifically sound, considerate solutions to complex ecological problems.

In your role, you balance clarity, accuracy, consideration, and speed as you craft thoughtful technical memos. With time, you'll move from compiling quick summary reports and memos to more involved reporting and project management tasks.

You're incredibly passionate about learning and about growing in your profession. You love to learn, and you are open to constructive criticism because it can help you get better at things you're passionate about. You seek to understand others' perspectives, and you enjoy sharing your unique knowledge and experience with others.

You're outdoorsy and love problem-solving. You'll have the impossible task of seeing the forest and the trees (both figuratively and literally, we work in the most beautiful boreal forests).

You're really good at switching gears. You might respond to a couple emails on questions about riparian setbacks for fish stream crossings in the morning, look at a couple of wetlands in the field, check in with a construction supervisor on placing ESC measures in the afternoon, and sneak in tagging a couple of camera trap photos after you get back to the office, all without missing a beat.

You play really nicely with others. You're flexible and open-minded. Though you might be a perfectionist, you know when it's time to click send. You are a master of being clear and friendly in the same sentence, and consistently meet or exceed our team-wide metrics.

A Day in the Life...

You usually work Monday through Friday 8 am – 5 pm, with an hour-long lunch break. We're all generally working from our office in FSJ, though public health restrictions and life might have you working from home sometimes. We do have the occasional project that may require you to stay in a hotel or at a camp, though those are rare.

You'll check on some of the projects you've been working on, maybe download some GIS data or photos from your field iPad, and then catch up on your emails for half an hour.

You receive a new project request from a project manager, and you set the project up on our task management system. There are a few to-do items to take care of next, and you use our project checklist to work through a desktop review. While you're at it, you might work with the project manager to schedule a field day and work on putting together a Fieldwork and Travel Safety Plan.

Once that is all done, you check the task list for unassigned or uncompleted tasks, and you might tag camera trap footage for a little while, compile a quick GIS map to support another field assessment, review some older reports to familiarize yourself with the processes, do a bit of professional development, check and maintain a drone or a GPS unit, or work on a presentation for a project.

Some days you'll be in the field, where you might be driving for a bit, then check on ESC measures on a construction site, take pictures, discuss environmental protection measures with client staff, assess a project footprint for environmentally sensitive features, dig soil pits in a wetland, install nest boxes or grazing exclusion cages, or do any of hundreds of other tasks. Are you getting the sense that your work will be diverse?

Near the end of the day, you take a quick peek at the weekly team plan, scan your task list and calendar for tomorrow, close your laptop and move on with the rest of your day.

You're Our Ideal Candidate if You:

- Are an excellent self-manager and have exceptional attention to detail.
- Have some training and experience in biological field study techniques.
- Are curious and passionate about being the best you can be in your profession.
- Have a proven ability to work under difficult conditions and in remote locations.
- Have a bit of GIS experience and know how to use common field tools (e.g., clinometer, compass).
- Hold current industry-typical safety certification (e.g., Level 1 First Aid, UTV).
- Have a driver's licence in good standing.

How to Apply:

Please submit a PDF of your cover letter by email. In your cover letter:

- Introduce yourself and explain why this position is of interest to you, and why you would be a great fit. Please limit this section of the cover letter to one page and include the word "passion" somewhere.
- On a separate page of your cover letter, answer the following questions (with each response being about a paragraph in length):
 - What attracted you to this position?
 - What are your favourite and least favourite parts of your current or most recent job?
 - Tell us about a time you had to learn something new to excel at your job.

Please also attach your resume, in PDF form. If you don't have a resume because you aren't even sure you're looking to change jobs, that's fine! An informal list of your work and education history are all we're looking for.

Please submit your application to info@blackbird.ca by **5 pm MST on November 26, 2021**. Firm. It's a real deadline. The kind you love.

We can't wait to hear from you!

P.S. If you're not interested in or available for this position, but know someone who is, we would really appreciate it if you passed this along!