

Agrologist/Biologist

Permanent Full-Time Positions
Fort St. John, BC



About Us and Why We're Hiring

We're Blackbird, a group of environmental professionals based in Fort St. John, providing some of the best biology, agrology, and restoration advice in Treaty 8 territory in northeastern BC. We love working on projects that make a difference, and we don't shy away from tricky challenges. Google us, visit our website at blackbird.ca, or our social media [@blackbirdenviro](https://twitter.com/blackbirdenviro), and you'll see what we mean.

We're looking for humbly confident Agrologists or Biologists to join our growing team. These are permanent full-time positions, and you just might be a perfect fit! You'll know it if you have a couple of field season's worth of practical experience in your craft and are known for being a fantastic communicator, well organized, and thrive in a collaborative team environment.

Requirements (these are real, actual requirements*)

- Degree or diploma in agrology, biology, environmental sciences, fish & wildlife, or a similar field.
- Membership with the [College of Applied Biology](#) or [BC Institute of Professional Agrologists](#) (or confirmed eligibility to obtain membership).
- At least two full years of practical experience working in the environmental consulting industry or government.

*Well, real-ish. If, for instance, you know you're a great fit for this role but fall a little short of the field experience requirement, we encourage you to go ahead and apply. We don't need you to be the perfect candidate on paper. (On a similar note, we know [imposter syndrome](#) can be a powerful force and may discourage fantastic people from applying. Please apply anyway. Many of us here have it too, so you're in good company).

We also 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, Build Trust, and Pursue growth](#).

We try hard to 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 and diverse team who loves working together to build something that matters.

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.



How you'll work at Blackbird

Let's talk a bit more about Blackbird as a company. Here's how we operate:

Living 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 quite a bit of fieldwork and hands-on learning from other professionals. We're home every night, most of the time, so we can get out and enjoy a hike through the community forest, skating on the outdoor ice rinks, a cross-country ski at Beatton Park, or a quick fitness class before dinner.

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.

It seems that burnout during the summer field season is a fairly common occurrence in the environmental consulting industry. We actively work to prevent burnout by being picky on the type of work that we choose to do, careful scheduling of work, and making lots of room for people's time off during busy season. We work hard and smart but we're in this for the long haul, no need to go crazy on the hours.

We understand the importance of spending time with friends and family and support our team in setting up their schedule so they can attend memorable events such as their niece's soccer practice, a weekly dinner date with grandparents, or puppy classes (you'll quickly learn that we are a dog-friendly office).

Take. Your. 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 this essentially means a minimum of three weeks of paid vacation, plus you make more vacation time if you work overtime (which, again, may happen sometimes, though not excessively).

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 Group Retirement Savings Plan up with a great range of low-cost investment options. Trust us, you'll like it.

Stay Healthy

Blackbird provides a \$2,400/year health spending account with 100 % reimbursement of health, dental, and wellness expenses that the Federal Government deems eligible as medical expenses under the *Income Tax Act* to all full-time employees.

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 growing.

Slow Burn

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.



What Success Looks Like

You would join our operations team and work with a range of agrology and biology professionals in delivering effective, scientifically sound, considerate solutions to complex ecological problems.

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.

In your role, you balance clarity, accuracy, and speed as you craft thoughtful technical memos and develop templates for new projects and tasks. With time, you'll move from compiling basic technical reports and memos to more involved reporting and project management tasks.

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 play 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. You've got this. You'll rock this position.

A Day in the Life...

You usually work Monday through Friday 8 am - 5 pm, with an hour-long lunch break. You might start earlier or later than that some days, e.g., if you'd like or need a bit of flexibility to get more out of summer.

We're all generally working from our office in FSJ. We do have the occasional project that may require you to stay in a hotel or at a work camp, but those are rare.

You'll check on some of the projects you've been working on, maybe download some GIS data or photos from a field iPad, make sure they're properly saved so that everybody can track them down, and then catch up on your emails for half an hour. We strongly encourage empty inboxes, and you delete, delegate, defer, or do any action items that come into your inbox.

You might receive a new project request from a project manager, and you'll set the project up on our task management system. There are a few to-do items to take care of next, and you'll use our project checklist to work through a desktop review to prepare for a field study. 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'll drive to the project location somewhere in northeast BC. There, you'll work with a field partner to complete an assessment that may include taking pictures, discussing environmental protection measures with client staff, assessing a proposed project footprint for environmentally sensitive features, digging and evaluating soil pits in a wetland, installing nest boxes or grazing exclusion cages, or 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.



Compensation Package

This position spans our intermediate professional wage bracket, which ranges from \$35.88 to \$49.80 per hour at the time of this posting. Your actual wage will depend on the amount and type of experience you've got.

There's a bit more to it than just hourly wages, though. The complete compensation package for this position includes the hourly wages, paid vacation and sick time, optional RRSP match, as well as your professional memberships and annual professional development allowance.

We'll think You're Our Ideal Candidate if You:

- Are an excellent self-manager and have exceptional attention to detail.
- Have some formal training and at least two years of practical experience in environmental 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 (e.g., remote locations, nasty weather).
- Have a bit of GIS experience and know how to use common field tools (e.g., clinometer, compass, inReach).
- Have heard of (or even used) R and RStudio, the R Distance package, Timelapse.
- 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 "shovel" somewhere.
- On a separate page to 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?
 - Please tell us about a time when you were convinced you were right but have since changed your mind. What convinced you?

If you have a prepared resume, please attach it 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 dreamteam@blackbird.ca.

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!