

Hydrologist



Fort St. John, BC

About Us and Why We're Hiring

We're Blackbird Environmental LP, a majority Doig River First Nation-owned environmental consulting partnership based in Fort St. John. Our team combines Blackbird's professional expertise with DRFN's deep stewardship values and cultural connection to these lands. For more than a decade, Blackbird has been one of the Peace Region's most trusted environmental partners, and now with DRFN's ownership, our roots go even deeper.

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://www.instagram.com/blackbirdenviro), and you'll see what we mean.

We are looking for a humbly confident intermediate hydrologist to join our team and help design, monitor, and interpret water systems in the Peace Region. You might be a great fit if you enjoy clear communication, collaborative work, and the chance to build something that matters locally.

Hydrology is a growing focus area for Blackbird. We already support water-related work across restoration, permitting, and cumulative effects projects, and we're intentionally building stronger in-house hydrology capacity to do this work well and responsibly. You won't be starting from zero; we have existing projects, interdisciplinary teammates, and senior professionals who will collaborate closely with you as this practice area grows.

Requirements (these are real, actual requirements*)

- At least three years of applied consulting, industry, or government work related to hydrology, water resources, or closely related fields.
- Experience compiling and analyzing surface water or groundwater data, and producing clear maps, figures, and summaries.
- Registration, or confirmed eligibility for registration, with Engineers & Geoscientists BC, the BC Institute of Agrologists, or the BC College of Applied Biologists.
- Experience working with Indigenous communities, or a commitment to learning and applying Indigenous stewardship perspectives, is a strong asset.

*If you are close on years, apply anyway. We care a lot about fit, communication, and judgment (On a similar note, we know imposter syndrome can be a powerful force, and may discourage fantastic people from applying. Many of us here have it too, so you're in good company).

Because much of our work is regulatory-facing, registration (or confirmed eligibility) with EGBC, BCIA, or CAB will ultimately be required for this role, and we're happy to support people through that process.

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.



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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:

Living in the BC Peace Region

We're working out of one office in Fort St. John, and we'd prefer if you lived somewhere nearby. Proximity often doesn't influence productivity (and we have great remote work infrastructure), but this position will require team collaboration and occasional in-person meetings in the Peace Region.

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 pay or took some extra time off, so it all balances out.

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.

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. That might sound a bit complicated, but this essentially means a minimum of three weeks of paid vacation every year.

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 \$3,000/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, books... It's really up to you. We love to see our people growing.

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. For this role, onboarding will include time to understand our existing water-related work, regional hydrology context, and how hydrology integrates with restoration, permitting, and cumulative effects projects. We expect you to grow into the role, not to have everything figured out on day one.



What Success Looks Like

You will join our operations team and deliver effective, scientifically sound, and culturally aligned hydrology work. Because hydrology is an expanding practice area for Blackbird, you'll have meaningful influence over how we do this work, how systems are built, and how water information is used across projects.

You will support DRFN and our clients with clear information for decisions about water. You will coordinate with project teams and partners, plan and facilitate meetings, and communicate findings in plain language where needed.

Success in this role is not only measured by technical outputs but by how well you help people make sense of water in the context of their projects, decisions, and stewardship responsibilities. Sometimes that means advancing DRFN's water management priorities and supporting the development of monitoring systems that reflect cultural and technical knowledge together. At other times it means providing hydrology inputs into restoration, permitting, or cumulative effects assessments for industry or government clients.

It could involve designing a monitoring site in the field or sitting down to analyze flow data and explain what it means for land use decisions. Over time, you will become a trusted source of clarity on water issues, someone who can link the science to the bigger picture of land and community values, and who helps ensure that Blackbird's projects reflect both professional standards and the local realities of the Peace Region.

A sign of success for us is also that you're passionate about learning and about growing in your profession. You are open to constructive criticism because it can help you get better at the things you really care about. You seek to genuinely understand others' perspectives and you enjoy sharing your unique knowledge and experience with others. Your unique skills and expertise enable you to support the team's continued success and development.

You love problem-solving. Some days, you might have the challenging task of seeing both the forest and the trees every day, and you can zoom out far enough to do that.

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...

No two days will look quite the same. You might start your morning by checking in with the team, reviewing the status of active projects, and prioritizing tasks in our project management system.

Some days you will be out in the field, scouting potential monitoring sites, downloading data from loggers, or measuring streamflow after a rainfall event. Other days will be spent in the office or at home, analyzing hydrometric records, producing maps and figures, and writing reports that link water conditions to land management decisions. You will often connect with clients and partners, sometimes industry or government, and often DRFN staff or community members, to discuss findings or shape project plans.

As part of the operations team, you will coordinate with colleagues across disciplines, contribute hydrology insights into restoration or permitting work, and help develop systems that keep information organized and useful.

By the end of the day you will have shifted gears more than once, moving between technical analysis, collaboration, and communication, all with the satisfaction of knowing that your work contributes to better decisions about water in the Peace Region.



Compensation Package

This position spans our intermediate B to senior A professional wage brackets, which range from \$42.00 to \$68.00 per hour at the time of this posting. Your actual wage will depend on the amount and type of experience you bring to the role.

There is more to it than just hourly wages. 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.

You're Our Ideal Candidate if You...

- Are genuinely curious about how water systems work and enjoy bringing that knowledge into practical use.
- Can move comfortably between fieldwork and analysis, with the same confidence in the field as at your desk.
- Communicate with clarity and patience, tailoring your message to colleagues, clients, or community members.
- Value collaboration and approach your work with cultural sensitivity and respect for Indigenous knowledge.
- Are open to learning as much as you are to teaching and see feedback as a way to strengthen your work.
- Bring the professionalism and judgment needed to carry responsibility for hydrology projects, whether you join at an intermediate or senior stage of your career.

How to Apply

Step 1: Send a PDF cover letter introducing yourself and explaining why this role excites you. Include the word "watershed" somewhere.

Step 2: Answer these three questions in a separate document (one paragraph each):

1. What attracted you to this position, and what about working on water in the Peace Region interests you?
2. What parts of your current or most recent role give you the most energy, and which parts drain it?

Describe a situation where you had to work through a problem with incomplete data or uncertainty. How did you approach learning what you needed, and how did you communicate your conclusions to others?

Step 3: Attach your resume as a PDF (or a simple work/education history list).

Step 4: 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!