

Junior Environmental Professional

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.

Google us, visit our website at blackbird.ca, or our social media [@blackbirdenviro](#), and you'll see what we mean.

We're looking for a humbly confident junior environmental professional to join our growing team. This is a permanent full-time position, and you just might be a great fit if you have some hands-on field experience, enjoy learning new skills, and are known for being organized, reliable, and comfortable working as part of a collaborative team.

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 one season of practical field experience working in environmental consulting, government, or a closely related setting.

* If you're close on experience, apply anyway. We care a lot about attitude, communication, and willingness to learn, and 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.

Because much of our work is regulatory-facing, registration (or confirmed eligibility) with CAB or BCIA 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.



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.

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 and want to see you succeed in your career

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 access to lots of internal and external training. We expect you to grow into the role, not to have everything figured out on day one.

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 meet and exceed our client's expectations.



What Success Looks Like

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

Success in this role means showing up curious, prepared, and ready to learn. Early on, you'll support field programs, collect and organize data, and contribute to technical memos and summary reports using established templates. Over time, you'll build confidence in interpreting information, understanding project context, and contributing more actively to discussions about results and next steps.

You're passionate about learning and about growing in your profession. You're open to feedback because it helps you improve, and you genuinely want to understand how your work fits into the bigger picture. You enjoy working with others and value clear communication, whether you're in the field or back at the office.

You're comfortable spending time outdoors and enjoy problem-solving. Some days that means long field days in remote locations; other days it means organizing information, reviewing notes, or helping improve internal systems so the team can work more effectively.

You play nicely with others. You're flexible and open-minded. Though you might be a bit of a perfectionist, you know when it's time to click send. You are clear, friendly, and reliable, and you consistently meet our team's expectations. You've got this. You'll grow a lot in this role.

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 in with your field lead in the morning, make sure that all the field gear and documents are in the truck, work your way through some safety documentation and equipment inspections, then head into the field. There you'll work with the field lead to complete assessments that may include measuring forage crop yields, taking drone pictures to document stream conditions, 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 summer work will be diverse?

Near the end of the day, you upload any field data to the server, 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 junior professional wage bracket, which ranges from \$31.00 to \$40.00 per hour at the time of this posting. It all depends 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 organized, dependable, and able to manage your own tasks with support from more senior staff.
- Have formal training and some hands-on experience with environmental fieldwork.
- Are curious and motivated to keep learning and improving your skills.
- Communicate clearly and respectfully with teammates and field leads.
- Are comfortable working outdoors in variable weather and remote locations.
- Have some experience with GIS and common field tools, and/or are keen to learn.
- Approach your work with good judgment, humility, and a collaborative mindset.
- Hold a valid driver's licence and relevant safety certifications (or are willing to obtain them).

How to Apply

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

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

1. What attracted you to this position, and what interests you about starting your career in the Peace Region?
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 learned something new that changed how you approached a task or problem.

Step 3: Attach your resume as a PDF (or a simple work and 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!