

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.

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 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 two offices in Fort St. John, and we'd like you to live somewhere nearby. While proximity doesn't always influence productivity (and we have solid remote work infrastructure), this position involves a fair amount of fieldwork and hands on learning alongside other professionals.

One of the perks of working here is being home most nights. That means time to get outside and enjoy the region, whether that's a hike through the community forest, skating on outdoor rinks, a cross-country ski at Beatton Park, or squeezing in a 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 \$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... 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 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 motivated by learning and professional growth. You're open to feedback because it helps you improve, and you want to understand how your work fits into the bigger picture. You value clear communication and enjoy working with others, 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.

We Think You Might Be a Great Fit If You:

You're early in your environmental career and genuinely curious about how things work, from ecosystems in the field to the regulatory frameworks that guide good decision-making. You like learning by doing, aren't afraid to ask questions, and take pride in careful, thoughtful work as you build confidence and technical skills. You understand that strong environmental work depends just as much on judgment, communication, and integrity as it does on biology or field methods.

You're reliable, organized, and comfortable working as part of a team. You care about doing work that matters and want to contribute to projects grounded in respect for people, land, and community. You value collaboration, are open to feedback, and approach challenges with a practical, solutions-oriented mindset. If you're looking for a place where you'll be supported, trusted, and encouraged to grow, while being held to a high standard, you'll likely feel at home at Blackbird.

Compensation Package

This position aligns with our Junior Professional pay band. Hourly range is \$32-\$41/hour, depending on experience and scope. The full compensation package includes benefits, vacation, RRSP matching, professional dues, and PD budget.

We're happy to talk openly about fit, scope, and expectations.

How to Apply

This posting is open until **May 15, 2026**.

Send us a brief cover letter (PDF) explaining why this role is interesting to you and what you'd bring to it. Include your resume or work history.

Please email your application to dreamteam@blackbird.ca.

If this isn't quite right for you but you know someone who'd be perfect, we'd love the referral. We can't wait to have this conversation.