

Practice Lead - Wildlife Biology

Fort St. John, BC (flexible/hybrid)



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, we've built a reputation for thoughtful, defensible work and for taking good care of our people.

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 at a point where our biology practice has real momentum. We're hiring and mentoring a growing number of early- and mid-career biologists, our projects are increasingly complex, and the expectations on quality, judgement, and consistency are high.

That's why we're creating this role.

We're looking for a humbly confident senior biologist who cares deeply about good science, clear thinking, and helping others grow. Someone who has seen enough to know what matters. Someone who wants to apply their experience without burning out on bureaucracy, politics, or endless urgency.

This is a long-term role for someone who wants influence, impact, and balance.

Requirements (these are real, actual requirements*)

We're sharing these up front to make sure this role is a good fit on both sides.

- Registered Professional Biologist in good standing with the College of Applied Biology.
- A minimum of eight years of applied experience in wildlife biology, ecology, or natural resource management within consulting, government, or a closely related field.
- A strong background in wildlife biology, including terrestrial wildlife assessment, mitigation, and regulatory-facing work in BC.
- Demonstrated experience providing senior technical review, guidance, or sign off on biologically focused work (formal or informal).
- Strong working knowledge of BC regulatory frameworks relevant to biology and ecological assessment.
- Proven ability to support, mentor, and guide other professionals in a constructive, respectful way.

*If you meet the intent of these requirements but your path looks a little different on paper, apply anyway. We care a lot about fit, communication, and judgment, and we don't need you to be the perfect candidate on paper. (On a similar note, we know [imposter syndrome](https://www.verywellmind.com/what-is-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).

That said, professional registration and senior-level experience are essential for this role.



What This Role Is (and Isn't)

The Practice Lead - Biology is a stewardship role.

It exists to protect standards, strengthen mentorship, and bring clarity as we grow. It is not a management position in the traditional sense, and it's not about chasing billable hours or titles.

While this role interacts across the broader biology practice, its centre of gravity is wildlife biology, where some of Blackbird's higher-complexity biological work currently sits.

In practice, this means serving as a steady technical anchor for biology at Blackbird. You help define and maintain what "good" looks like across projects, and you're someone project teams can turn to when work is novel, high-risk, or genuinely complex. You create space for learning, coaching, and thoughtful decision-making, especially as less-experienced staff grow into more responsibility.

Just as importantly, this role has clear boundaries. You're not responsible for compensation, hiring, or employment decisions. You don't own project budgets, and you're not expected to be everything to everyone. Project Managers retain accountability for delivery, and escalation paths are clear.

The goal is less friction and more clarity as we grow.

How You'll Spend Your Time

Most Practice Leads spend about 20 % of their time on stewardship and leadership, with the balance focused on applied project work that fits their strengths and interests. That stewardship time is planned for and protected. This role is not something you're expected to squeeze in around the edges.

Technical Stewardship

A core part of this role is helping keep Blackbird's wildlife biology work strong, consistent, and defensible as the company grows. You'll be asked to step in on complex wildlife-focused files where an experienced perspective matters, and to support Project Managers as they work through uncertainty, competing constraints, or novel situations.

Over time, you'll also help improve the systems that support good work. That includes refining templates, guidance, and internal standards, and noticing where the same issues show up repeatedly so we can address root causes rather than patching symptoms.

Mentorship and Development

This role is fundamentally about supporting people. Much of that happens through conversations, context-setting, and being available when questions come up. You'll help junior and intermediate biologists build confidence and judgment as they take on more complex work, and you'll play an important role in making expectations at different career stages clearer.

Mentorship at Blackbird isn't about micromanaging or evaluating. It's about normalizing learning curves, encouraging questions early, and sharing experience in a way that helps others grow.

Forward-Looking Thinking

You'll also help the biology practice stay healthy over the long term. That means keeping an eye on regulatory and policy changes, noticing emerging skill gaps or technical risks, and offering thoughtful suggestions about training, tools, or hiring priorities.

As you spot opportunities to improve how we work, you'll have space to bring those ideas forward. We value steady, proactive improvement over constant reaction.



Decision-Making Authority

Practice Leads are trusted to exercise sound technical judgment within their discipline. In practice, that means recommending and justifying appropriate methods and approaches, providing formal technical feedback on reports when asked, and helping strengthen internal standards, templates, and guidance over time. You're also expected to raise concerns early when something feels unclear, inconsistent, or carries methodological risk.

Practice Leads do not manage projects or budgets, and they don't override project accountability. When technical disagreements have implications for client risk or reputation, those conversations are handled collaboratively with the Project Manager, Operations Manager, or CEO, using clear and established escalation paths.

Clear lines. Calm escalation. No politics.

What Success Looks Like

This role is working well when technical standards feel clear without becoming rigid. Deliverables are consistent across projects, even when authored by different people, and potential issues are identified early rather than surfacing late in the process.

Junior and intermediate biologists know where to turn for guidance and feel comfortable asking questions before something becomes a problem. They feel supported rather than judged, and their confidence grows alongside their responsibility.

Project Managers experience this role as a support, not a second layer of review. They have someone they can rely on for perspective when work is complex or uncertain, and they trust that technical concerns will be handled thoughtfully and constructively.

Most importantly, the biology practice grows stronger as Blackbird grows. Quality feels steady, knowledge is shared openly, and the day-to-day work feels calmer and more intentional.

When done well, this role reduces noise and increases confidence.

We Think You Might Be a Great Fit If You:

This role tends to fit people who bring deep experience and steady judgment to their work. You're a Registered Professional Biologist in good standing, with a background that likely includes consulting, government, or other applied settings where defensible decisions really matter.

You're known for your judgment as much as your technical knowledge. You enjoy helping others grow, sharing context rather than guarding expertise, and supporting good decisions behind the scenes. You care about consistency, clarity, and real-world outcomes, and you want your experience to matter without taking on heavy management overhead.



Working at Blackbird

We work hard to make this a place people want to stay.

At a practical level, that means being thoughtful about workload and pace. We plan work carefully and actively avoid chronic overload. Flexibility is normal here. Hybrid work is common, and we care far more about outcomes and clarity than face time.

Time away from work matters. Full-time employees accrue a minimum of three weeks of paid vacation (6 % of wages), and we actively encourage people to take all of it.

We support health, well-being, and long-term stability through a \$3,000 per year Health Spending Account and a Group RRSP with employer matching of up to 5%.

We're also serious about professional growth. Each year, you'll have a \$2,400 professional development budget to use in ways that actually help you improve your craft, and we invest time up front in slow, thoughtful onboarding so you're set up well from the start.

We're in this for the long haul.

Compensation Package

This role aligns with our Senior Professional pay band. Hourly range is \$53-\$77/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.