

Environmental Inspector



Contract or Permanent Full-Time Position
Fort St. John, BC

About Us and Why We're Hiring

We're Blackbird, a group of professionals based in Fort St. John, providing some of the best biology and agrology advice within 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 a humbly confident environmental inspector to join our growing team. This position can be filled by a permanent full-time employee (with lots of growth opportunities) or a contracted professional. We would love to talk to you if you have a bit 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 environmental sciences, biology, fish & wildlife, or a similar field.
- Membership with the College of Applied Biology or the BC Institute of Professional Agrologists (or confirmed eligibility to obtain membership).
- At least one field season post-grad working on civil construction projects.

*Well, real-ish. If, for instance, you know you're a great fit for this role but fall a little short of the 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.

With that said - please note that due to regulatory requirements, registration with the BCIA or CAB will be a must for this position, and we will not be able to consider applicants that didn't demonstrate how they might meet that requirement.

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 to live our Core Values every day at Blackbird, and we seriously mean it when we say we are an equal opportunity employer. We believe that a diversity of backgrounds, abilities, beliefs, and experiences is critical to our success, and we are passionate about creating a welcoming, supportive, and collaborative environment for all our co-workers. 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 have just one office in Fort St. John, and we'd prefer if you lived somewhere nearby. This position requires lots of fieldwork in the BC Peace Region and direct learning with and from other professionals. There might be stretches of time where a project requires you to stay away from home, but most of our work is still based out of Fort St. John.

No Crazy Hours

In this position, there will be times where you work over 40 hours a week. It's just a reality of working in environmental inspection sometimes. We know that burnout during the field season is unfortunately a fairly common occurrence in the environmental consulting industry. We actively work to prevent burnout through 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 that's not work. We offer 6 % of your earned wages as paid time off for all new 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.

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 range of low-cost investment options. Trust us, you'll like it.

Stay Healthy

Blackbird provides a 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.

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.

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 exceed our client's expectations.



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 issues surrounding a wide range of civil construction projects in the BC Peace Region.

In your role, you balance clarity, accuracy, and speed as you communicate with co-workers, project managers, client personnel, construction professionals, and regulatory staff. You play nicely with others. You're flexible and open-minded. You are an expert in being clear and friendly in the same sentence. You're effective at crafting timely, accurate technical memos that summarize your work for the day.

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 actively seek to understand others' perspectives, and you enjoy sharing your unique knowledge and experience with others.

You're outdoorsy and love problem-solving. You're really good at switching gears. You might respond to a couple questions about riparian buffers for fish stream crossings in the morning, check out a raptor nest near a project just before lunch, check in with a construction supervisor on placing erosion and sediment control measures in the afternoon, and upload your field notes and photos before heading back to town, all without missing a beat.

A Day in the Life...

Your schedule depends on what project you might be working on. You might have some office time where you work Monday through Friday from 8 am to 5 pm, or you might have to be on site at 7 am and might be there until 5 pm.

We're all generally working from our office in FSJ, though public health restrictions and life might have you working from home sometimes. This position will have projects that may require you to stay in a hotel or at a work camp, though we make sure to allow for short enough shifts and enough staff that this doesn't get out of hand.

In the morning, you might check your emails to see what's been happening on some of the projects you're working on, and you might respond to some questions about specific environmental protection measures around sensitive features. You might download some GIS data or photos from your field iPad or one of our drone systems and make sure all the field data are properly saved.

You might attend a project kick-off meeting with one of our senior professionals. There are typically a few to-do items to take care that come out of these meeting, and you'd use our project checklists to work through these. While you're at it, you might work with the project manager to schedule a field visit and work on putting together a Fieldwork and Travel Safety Plan.

Some days you'll be in the field where you'll drive to the project location somewhere in northeast BC. There, you'll check in with the construction superintendent on how things are going, discuss environmental protection measures with client and contractor staff, review and monitor the progress around sensitive features, put together a brief report, and head back to town.

At 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 can span from our Junior C to Intermediate A wage brackets, which ranges from \$28.98 to \$42.84 per hour at the time of this posting. The exact hourly wage depends on the amount and type of experience you've got. There's a bit more to it than just hourly wages, though. For employees, the complete compensation package for this position includes the hourly wages, paid vacation and sick time, optional RRSP match, as well as our annual professional development allowance.

You're Our Ideal Candidate if You

- Are an excellent self-manager and have exceptional attention to detail.
- Have some formal training and a couple years worth of experience in environmental inspection techniques.
- Are curious and passionate about being the best you can be in your profession.
- Have a proven ability to work under difficult conditions and in remote locations.
- Hold current industry-typical safety certification (e.g., Standard First Aid, UTV).
- Have a driver's licence in good standing.

How to Apply

Please submit a PDF of your cover letter by email. This part is important, as we use it to filter out people who read this entire posting to the end and have enough attention to detail to submit a complete application. 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 "luvisol" somewhere.
- On a separate page to your cover letter, answer the following questions (with each response being about a paragraph in length):
 - What are your favourite and least favourite parts of your current or most recent position?
 - Tell us about a time you had to learn something new to excel at your job.

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 at this point.

Please submit your application to info@blackbird.ca with the 'Environmental Inspector' in the subject line.

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!