

Intermediate Environmental Professional Site Closure

Permanent Full-Time Position
Fort St. John, BC



About Us and Why We're Hiring

We're Blackbird, a group of environmental professionals based in Fort St. John, providing some of the best environmental advice in Treaty 8 territory in northeastern BC. We love working on projects that make a difference, and we don't shy away from tricky challenges.

Our most recent challenge is adding site closure roles to the Blackbird team. Blackbird has recently partnered with the Doig River First Nation (DRFN) in a Joint Venture, and we are excited to have the opportunity to provide our team members the fulfillment of working on the entire project life cycle and shifting focus from historical industry practices to healing the land. Our relationship with DRFN gives Blackbird the opportunity to add some of the best contaminated sites and reclamation practitioners in Treaty 8 territory to our growing team. 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 professional to join our growing team. This is a permanent full-time position, and you just might be a perfect fit! You'll know it 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 agrology, biology, environmental sciences, or a similar field.
- Membership with the College of Applied Biologists, BC Institute of Professional Agrologists, Engineers and Geoscientists British Columbia, or Applied Science Technologist & Technicians of British Columbia (or confirmed eligibility to obtain membership).
- Knowledge of regulatory frameworks for upstream oil and gas site restoration, site screening, site investigation, remediation, and surface reclamation; and its site-specific application.
- Demonstrated competency of site investigation, remediation and surface reclamation field supervision.
- Familiar with applicable federal and provincial regulations, policies, protocols and guidelines used to evaluate the presence of contamination.
- At least five years of experience working in the environmental consulting industry or government.

*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).

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. 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'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.

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 fieldwork 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, having a supportive team to work on all projects 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 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.

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 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 meet and exceed our client's expectations.



What Success Looks Like

You would join our site closure team and work with a range of Qualified Environmental Professionals in delivering effective, scientifically sound, considerate solutions to complex contaminated sites and ecological problems.

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

In your role, you balance clarity, accuracy, and speed as you craft thoughtful technical memos based on established templates. With time, you'll move from compiling quick summary reports and memos to more involved reporting and project management tasks.

You're outdoorsy and love problem-solving. You'll have the impossible task of seeing the forest and the trees (both figuratively and literally, we work in the most beautiful boreal forests).

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...

Working at Blackbird provides opportunities to fill your days with meaningful work without the workload becoming mundane and repetitive. When in the office, 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.

Much of your office time will focus on planning and coordination for field projects, diving into desktop reviews, or crafting thoughtful reports. Depending on the day, you might find yourself exploring applicable contaminated site standards, researching native plants for restoration, or reviewing field data to fine-tune project outcomes. You'll work closely with your project manager and teammates to keep things efficient and impactful.

Most of the time, we're in our Fort St. John office, but some projects might take you further afield—though overnight stays in hotels or camps are rare.

When you're in the field, no two days are alike. You'll check in with your project manager 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. Your tasks might include supervising heavy equipment during remediation, conducting soil and groundwater investigations, overseeing tree planting and helping with broadcast seeding, or any of hundreds of other tasks. Each day brings new challenges and opportunities, keeping the work engaging and fresh.

At day's end, you'll upload field data, review the weekly team plan, and take a quick glance at tomorrow's schedule before closing your laptop and heading out to enjoy the rest of your day.



Compensation Package

This position spans our intermediate professional (experience classes B & C) wage bracket, which ranges from \$42.00 to \$56.00 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 an excellent self-manager and have exceptional attention to detail.
- Have some formal training and a bit of practical experience in environmental field study techniques.
- Are curious and passionate about being the best you can be in your profession.
- Have a proven ability to work under difficult conditions (e.g., remote locations, nasty weather).
- Have a bit of GIS experience and know how to use common field tools (e.g., hydrocarbon vapor meter, salinity meter).
- Hold current industry-typical safety certification (e.g., Level 1 First Aid, H2S, CSO).
- Have a driver's licence in good standing.

How to Apply

Please submit a PDF of your cover letter by email. 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 "passion" somewhere.
- On a separate page to your cover letter, answer the following questions (with each response being about a paragraph in length):
 - What attracted you to this position?
 - What are your favourite and least favourite parts of your current or most recent job?
 - Please tell us about a time when you were convinced you were right but have since changed your mind. What convinced you?

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.

Please submit your application to dreamteam@blackbird.ca.

We can't wait to hear from you!

P.S. Don't be afraid to share this posting with your amazing and talented friends. We currently have two openings in our new closure department for the top intermediate environmental talent.