

## A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing [RecruitmentHelp@bchydro.com](mailto:RecruitmentHelp@bchydro.com), as adjustments can be made to help support you in your application process.

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### Natural Resource Specialist 4

Number of positions: 1

Job Location: Edmonds 11

Employment type: Permanent

Region: Lower Mainland

Hours of work: Full-time (37.5 hrs/wk)

Flexible Work Role: Hybrid

Annual salary: \$ 95,100.00 - 102,500.00

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### What you'll do

- \* Prepares documentation, budgets, terms of reference, standards, guidelines and contract specifications, etc. for, and oversees, inspects and administers a full range of biological resource and environmental protection measures for major, large, complex programs and projects to satisfy environmental plans and objectives, regulatory requirements, contract specification
- \* Undertakes in-depth studies to determine the environmental impact of major, large and complex programs and future Hydro facilities.
- \* Develops standards and strategies for parameters influencing the biological environment; prepares recommendations to enhance consistency and quality of standards. Responds to unforeseen environmental concerns not covered by existing regulations for standards.
- \* Ensures consistency in environmental inspection protocols, report preparation, liaison with outside groups and within BC Hydro including project, field and resource staff.
- \* Facilitates meetings with government agency representatives from various Ministries and branches to determine and incorporate routine regulatory requirements and options for compliance.
- \* Is deployed to the field to respond to unforeseen environmental concerns by coordinating mitigation and managing related communication inside and outside BC Hydro.
- \* Provides technical direction to external consultants, crew leaders and staff in lower-level Natural Resource positions engaged in environmental inspection and related activities, to ensure consistency, quality control requirements, standards, guidelines.
- \* Provides work leadership to and performs all the functions of the Natural Resource Specialist 3 job.
- \* Performs duties of a minor nature related to the above duties that do not affect the rating of the job.

### What you bring

- \* Completion of a Bachelor degree in Natural Resource or Environmental Studies with at least eight (8) years of relevant work experience or as an equivalent, completion of Technologist Diploma in Natural Resources or Environmental Studies with nine (9) years of relevant work experience.
- \* Must be eligible for membership with the College of Applied Biology.
- \* Valid BC Driver's License required.

### What we offer

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit [bchydro.com/benefits](http://bchydro.com/benefits).

## What else you should know

This position is affiliated with the Movement of United Professionals union (MoveUP/COPE). <http://moveuptogether.ca>

- \* This is a Full-time Regular (FTR) MoveUP Group 12 opportunity on the team, based at our Edmonds office location based in Burnaby.
- \* The preferred headquarter location for this Full-Time Regular (FTR) opportunity is Burnaby (Edmonds), however we may be willing to consider other British Columbia headquarter locations (notably Vernon, Kamloops, Prince George or Castlegar) depending on operational requirements and this can be discussed further in the selection process. Please note this flexibility would also be subject to workspace availability.
- \* This role is within our Water team supporting operations and projects with fish & aquatic guidance and regulatory strategy. Fisheries expertise would be an asset for this position.
- \* A condition of employment is to maintain your Class 5 drivers license in good standing.
- \* Please note in regards to being eligible for membership with the College of Applied Biology we are also willing to consider those that are qualified/eligible with another Professional Association at this time.

As part of the Fish and Aquatic Sciences team in the BC Hydro Environment department, this position acts as a Subject Management Expert (SME) with respect to fish-hydro interactions with respect to the following portfolios:

- Decision Support: interpret existing information to develop biological-operational relationships to support decision making in Water Use Plan Order Reviews, Fish and Wildlife Compensation Program planning, impact mitigation decision making, aquatic restoration programs and other structure decision making settings. This portfolio also requires the identification and prioritization of critical uncertainties to support the improvements of decision tools and relationships;
- Mitigation Program Planning: oversee and support of key mitigation program planning, particularly BC Hydro's Total Dissolved Gas and Fish Entrainment Strategy Programs: the SME develops and implements Action Plans that manage TDG and Fish Entrainment risks to address Fisheries Act Requirements;
- Species of Concern and Risk: support the definition and delivery of species recovery programs, work practices to navigate risks associated with critical habitat, and the development of regulatory approvals to authorize works with species of concern and their habitats; and
- Aquatic Restoration: support the definition and delivery of resident and anadromous fish restoration programs associated with compensation for the development and operation of our heritage assets. This work requires the evaluation of priority restoration actions, their delivery plans and their consultation with regulators, affected First Nations and community members.
- \* Publication of research in a recognized fisheries/aquatic ecology journal is an asset, with demonstrated ability to design a research program and analyze outcomes for management applications.
- \* Spends approximately 10-25% of time outside of the Lower Mainland.
- \* Exposed to all types of weather conditions at work sites that may be remote.
- \* Up to 10% of time is spent traveling within Lower Mainland or other regions.
- \* Regular exposure to river and lake conditions when performing field work.
- \* May be required to operate 4x4 trucks on rough access roads.
- \* Climbs or walks on uneven, steep and/or rough terrain in all weathers during field work.
- \* A fisheries/aquatic biologist is desirable.
- \* Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

Location: Burnaby, British Columbia, Canada, V3N 4X8.

<b>Date Posted:</b>	2025-05-13	<b>Closing Date:</b>	2025-05-27
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