

Senior Ecologist (1 position)

About Blazing Star Environmental

We are a small and growing social enterprise. We exist in the space between traditional environmental NGOs and traditional environmental consultants. Many of our projects work to directly benefit wildlife, particularly species at risk. Many others help inform good planning of development activities that mitigate and offset impacts.

Our core values are to take part in creating a sustainable society where we live in balance with our fellow animals and plants. We support conservation organizations, governments, corporations, and individuals that share this goal. Our primary focus is on plants and animals, but we partner with many other organizations to offer full-service solutions to your needs.

Working with us, you will feel empowered to make a difference, supported by your work family, and challenged to learn and develop new skills to further your career.

About the opportunity

This is a rare and exciting opportunity for you to join Blazing Star Environmental at the most senior level!

We are looking for someone to report directly to John Urquhart, Principal and founder of our company. You will be responsible for helping to guide the direction of our organization, attract work, design and lead projects, mentor a team of talented young ecologists, support our mission, and much more.

You will be part of a work family that puts the people (staff and clients) ahead of the projects and that works together to deliver high quality services to our clients. We are passionate about conserving the environment and making sure everyone has access to nature.

We have a diversity of projects but some of our passions include:

- Supporting Indigenous communities
- Supporting voluntary landowner stewardship
- Long-term monitoring
- Well-designed projects that achieve clearly defined goals
- Supporting development in a way that meets or exceeds the minimum legal requirements and creates sustainable ways for people to support their livelihoods
- Sharing our expertise with others to ensure a broader impact than we can achieve on our own

We love creativity and critical thinking too! Don't meet all the requirements but feel you have something valuable to offer – make your pitch! All applications will be considered.

Employment Equity

Blazing Star Environmental is committed to being an inclusive, equitable employer. We welcome all humans to our team and make every effort to identify and remove barriers to their success.

Anticipated Start Date

July 11, 2022

Term of Employment

Permanent, with a probationary period.

Eligibility

All people who are legally entitled to work in Canada and share the core values of our company including but not limited to: equitable treatment of all living beings and finding a way to live in balance with the planet, its ecosystems and wildlife.

Dates for Meetings to Discuss the Opportunity

Between June 6-17, possibility of multiple conversations with candidates prior to a final decision being made.

Location

Variable. This position will require substantial office work. Office work is primarily virtual with occasional travel required to the Blazing Star Environmental office – 104 McLaughlin Blvd, Oshawa, ON. Currently, our primary field sites are near French River Provincial Park and from London southwest to Windsor. Most of our field work occurs from mid-April to mid-Oct.

Compensation

Negotiable and competitive within our sector. Factors that can increase your compensation should you be the successful candidate include, but are not limited to:

- Demonstrated ability to bring in clients
- Demonstrated ability to win bid and grant competitions
- OWES certification
- Ability to manage multiple projects and mentor multiple coworkers

Job Description

The Senior Ecologist will manage people and projects, be tasked with bringing in new projects, be required to work within budgets and ensure deliverables are met or exceeded on time. Their role will require a substantial amount of time in the office to coordinate, but also allow significant opportunity to go into the field to lead small projects, train employees and complete on the job professional development.

The successful candidate will lead or play an important role participate in one or more of the following:

- Generate ideas for future projects and securing the funding required to achieve them
- A strong team culture
- A major reptile conservation project in partnership with Henvey Inlet First Nation and Laurentian University
- Our Ontario-wide long-term western chorus frog community science monitoring program

- Supporting farmers who participate in voluntary SAR stewardship initiatives
- Environmental Impact Studies
- So much more!

Specific Responsibilities

- Manage projects and people
- Lead efforts to solicit new clients
- Lead efforts to maintain existing clients
- Lead preparation of RFPs and grant applications
- Conduct environmental impact studies
- Conduct Ecological Land Classification and delineate wetlands
- Conduct biological surveys for species at risk (including breeding bird surveys)
- Conduct ecological monitoring for Blanding's turtle and massasauga (including capture)
- Lead teams to effectively complete fieldwork
- Conduct occasional educational hikes and presentations to the public
- Communicate with partner organizations
- Review and compile final reports and other deliverables for clients

Strongly Preferred Skills

- Positive attitude and good team fit
- 10+ years' experience in ecological consulting, conservation biology or other relevant fields
- Ability to bring in new clients and projects
- Ability to effectively manage budgets
- Certification in the Ontario Wetland Evaluation System (OWES)
- Member of, or experience working effectively with Indigenous communities
- Excellent written and verbal communications skills
- Attention to detail
- Demonstrated ability to work independently, as part of a team and to collaborate with multiple partners
- Knowledge of agriculture and stewardship measures that can be taken on agricultural properties

- Knowledge of biology and ecology including conservation biology, biodiversity, and species at risk issues
- Knowledge of Ontario's birds, bats, fish, plants and/or herpetofauna, including species identification and ecology
- Good organizational and problem-solving skills
- Proficiency with Microsoft PowerPoint, Excel and Word
- Willingness to safely work in cold water for extended periods when conducting herpetofauna surveys
- Willingness to work long days and weekends when conducting fieldwork or outreach activities
- Willingness to regularly travel throughout southern Ontario for fieldwork and outreach
- Have a valid G-class Ontario driver's license
- Be legally entitled to work in Canada
- Comfortable working in remote wilderness areas

Beneficial Attributes

- Experience capturing and handling animals
- Experience working with venomous snakes
- Knowledge of GIS mapping software (QGIS preferred), Microsoft Access, and Microsoft Teams
- Pleasure craft operator's licence and experience piloting small boats

Please apply on our website (<https://www.blazingstar.ca/join-our-team>) or by e-mailing your resume and 1-2-page cover letter to Kaitlyn Hall, info@blazingstar.ca, by 11:59 pm on June 5, 2022. Please include Senior Ecologist in the subject line.

Kaitlyn Hall
Species at Risk Ecologist
Blazing Star Environmental
104 McLaughlin Blvd.
Oshawa, ON, L1G 2P3
info@blazingstar.ca
www.blazingstar.ca