

Career Opportunity – Intermediate Fisheries Biologist

CPP Environmental is currently seeking an **Intermediate Fisheries Biologist** to join our growing team of professionals. CPP Environmental provides environmental consulting services for the Alberta market, specializing in land, water, and natural resource management. With expertise in the design and use of government policy and regulatory systems, CPP works with clients to develop industry-leading solutions tailored to the unique needs of each situation. Our expertise includes professionals in the field of Forestry, Land Management, Agrology, Biology, Aquatics, Wildfire Management, Water Management, and Environmental & Natural Resource Policy. The position can be based out of our Sherwood Park or Red Deer office, although there are no relocation requirements. Visit cppenv.ca to learn more.

At CPP, we have a multi-disciplinary team of professionals that regularly work in work teams on a variety of projects. Most staff have a primary area of expertise, combined with one or more complimentary competency areas suited to career interests. Our corporate approach is to provide staff with variety in types of work, depending on education, training, and interests. Generally, CPP Environmental offers:

- A challenging and dynamic work environment.
- The opportunity to gain experience through working on a variety of projects.
- Exposure to a range of work, including wildlife surveys, fish and fish habitat surveys, environmental monitoring, groundwater sampling, and natural resource planning.
- The opportunity to travel and work in terrestrial and aquatic systems from remote to populated locations across Alberta.
- Colleagues that are easy to get along with and have similar interests.
- Supervisors that are caring, flexible, and have an open and pro-active approach.
- Fully integrated IT systems that allow efficient hybrid work.
- Mentorship from senior professionals in the company.
- Comprehensive benefits, RRSP, and bonus programs.
- Social events organized by our Social Club.

Specifically for this position, these are the perks of working in our Team:

- Collaborating with a well-rounded team of like-minded individuals that includes senior regulatory advisors (*Water Act, Public Lands Act*, municipal), junior to senior aquatic ecologists, junior to senior wildlife biologists, and junior to senior environmental inspectors. The Team is led by senior members with years of industry experience and a compassionate approach.
- Working on the assessment and permitting side with the provincial government and a variety of professional engineering firms to complete aquatic assessments and environmental protection plans to guide sustainable construction activities.
- Working on the regulatory assurance side with construction companies to ensure that environmental features are protected during construction. We work on some of the largest construction projects in the province, and thus, there will be ample opportunities for growth.
- Experiencing the many different landscapes that Alberta has to offer, including boreal, parkland, grassland, badland, foothill, and montane.
- Exploring opportunities for advancement in a growing company.
- Career mentorship with senior members with 20+ years of experience.

Opportunity Description

The Intermediate Biologist will lead a variety of projects, including fish and fish habitat assessments, environmental risk assessments, Environmental Construction Operations (ECO) Plan development, construction

supervision and environmental monitoring, fish rescue, water quality sampling, riparian assessments, and the development and implementation of watercourse reclamation/restoration projects.

We are seeking individuals with the following primary experience and interests:

- Managing client files and projects. Be the direct point of contact with clients and provide high quality of service by being responsive and amenable to project needs.
- Ensure a quality product is delivered and the client is satisfied with services and needs are met.
- Acting as a Subject Matter Expert (SME) in the applicable area of expertise.
- Technical and professional writing (editing, proof reading and quality control on formal submissions and external documentation). Ensure a quality product is delivered.
- Engage in administrative duties including contributing to the preparation of proposals.
- Leading and supervising field activities, including fish sampling and habitat assessments.
- Water quality and fisheries monitoring during construction.
- Following Health, Safety and Environmental Policies, Programs etc. in support of safe workplaces.
- Conduct project tasks within budgets. Ensure the closing out of projects and checking that project tasks are complete.
- Provide mentorship to junior staff. Help them grow as professionals.
- Be an integral part of the CPP team.

Experience, Education and Skills

The ideal candidate will effectively use their diverse background of skills and experience to successfully work with the CPP Environmental team and stakeholders in developing high quality services and products to our clients.

Attributes of the ideal candidate are as follows:

- Highly motivated and an independent learner with a desire to be involved in the fisheries and aquatics field.
- Possess a post-secondary degree in biology, aquatic sciences, or environmental sciences. A master's degree is preferred, but not required.
- Minimum of 4 years of relevant experience. Experience in the construction, mining, and consulting industries will be considered an asset.
- Strong technical abilities in the areas of study design, field sampling protocols, data analysis and report preparation and review.
- Excellent writing skills. The candidate must identify themselves as being a good writer.
- Understand and determine the applicability of relevant provincial and federal government regulations.
- Active problem-solving (being able to come up with solutions on the fly). Conflict resolution skills.
- Be willing and proficient in conducting field work, which can sometimes be in remote locations.
- Excellent work ethic and ability to work on several projects or issues simultaneously.
- Strong project management skills - ability to track and administer workflows and provide updates relative to project requirements.
- Strong people skills – ability to work collaboratively with co-workers and clients to ensure that environmental regulations are followed.
- Strong organizational and time management capabilities.
- Commitment to safety and quality standards.
- Be eligible for membership with either the College of Alberta Professional Foresters, College of Alberta Professional Forest Technologists, Alberta Institute of Agrologists, Association of Professional Engineers and Geoscientists of Alberta, or Alberta Society of Professional Biologists.
- Professional, safety conscious, and client focused attitude.
- A valid Alberta driver's license.

Closing

CPP Environmental is an established environmental company that invests in its employees and provides opportunities for career growth. We value smart work and promote a work-life balance for team members with flexible work options including hybrid work (in office/remote). We provide a social and professional environment to support your personal and professional goals. We believe what we do has a significant impact on our community and the communities where we work. This is something we take very seriously.

A competitive compensation package will be offered corresponding with the candidate's experience and skills. Apply through the CPP Environmental website careers page on our website www.cppenv.ca or send applications to theo.charette@cppenv.ca. Address applications to:

Human Resources

CPP Environmental Corp.

Unit 154, 150 Chippewa Road

Sherwood Park, Alberta T8A 6A2

Contact Théo Charette at 780-964-8436 if you have any questions.

Closing date: Until suitable candidate is found.