

## **Sr. Environmental Assessment Specialist**

**Vancouver, BC or Ottawa**

ESSA is a unique employee-owned Canadian environmental consulting company with offices in Vancouver, British Columbia and Ottawa, Ontario. Our mission is to bring together people, science and analytical tools to sustain healthy ecosystems and human communities. For over 36 years in over 40 countries, we have been pursuing this mission by applying a scientifically rigorous mindset and approach, termed Adaptive Environmental Assessment and Management, to help our clients make better decisions in the face of imperfect information in complex social-ecological systems. At ESSA, we are passionate about what we do and take great pride in attracting, developing and retaining people who are leaders in their field that share our values and mission. Learn more about us at [www.essa.com](http://www.essa.com).

### **The Opportunity**

We are seeking a motivated, service-oriented, and highly skilled Environmental Assessment Specialist to support the growth and delivery of our environmental and cumulative effects assessment business and to manage consulting assignments in an exciting team environment. There is also the opportunity to contribute to corporate strategic and business planning and to work on international assignments.

Our ideal candidate has an entrepreneurial spirit with an existing network of contacts and successes in developing new business. The successful candidate must demonstrate an ability to hit the ground running and will minimize time devoted to basic business reconnaissance. With a high level of knowledge in Environmental Assessment and strong project management skills, the individual will lead, coach and mentor our talented technical staff in delivering outcomes that meet our highest standards.

### **Responsibilities**

#### *Project management and delivery*

Leads the planning, budgeting and coordination of work on several projects - in consultation with project team members. Schedules and coordinates project activities to achieve project objectives; assigns and directs work tasks to the project team and holds members accountable for delivering 'on time and on budget'. Reviews and evaluates technical work. Negotiates contracts. Meets chargeability and revenue targets.

#### *Business development*

Initiates, develops and maintains strong relationships with a diverse client base including existing and potential private, public, and First Nations clients. Identifies business opportunities and champions the identification and strategic development of major proposals. Meets business development targets.

#### *Environmental assessment*

Provides senior level technical leadership within our Environmental and Cumulative Effects Assessment service area to staff across the company. This includes conducting Environmental Assessment reviews, promoting Cumulative Effects Assessment best practice, and providing scientifically rigorous advice including, where appropriate, the application of models that simulate the exposure and response of ecosystems and species to environmental stressors.

#### *Staff collaboration and mentoring*

Coaches, supports, and mentors ESSA's professional and talented staff working on complex technical projects, enabling individuals to do their best and grow.

## Qualifications

The role requires a Masters degree in environmental / ecological sciences plus a strong work tenure with a minimum of 10 years' relevant post-graduate consulting, research or regulatory experience fulfilling a similar role. The skills and abilities required by the successful candidate are:

- Successful accomplishments in client relationship management, business development, and proposal writing.
- Extensive knowledge and experience in the fields of Environmental Assessment and/or Cumulative Effects Assessment.
- Strong project management skills with a track record of delivering complex projects.
- Excellent communication skills in written and spoken English: ability to develop and deliver professional presentations and reports within time and budget constraints.
- Proactive and results oriented, with strong problem solving skills.
- Strong ability to work effectively collaboratively with, and manage interdisciplinary teams.

Other Skills and Assets include:

- Adaptive Management training or experience.
- Experience working with First Nations and maintaining strong relationships.
- Fluency in Spanish and/or French.
- Experience with International projects.
- Sound knowledge of quantitative analytical work.

## Compensation and benefits

We welcome candidates looking for an opportunity to work on interesting and challenging projects with a welcoming team of highly skilled professionals. We provide a competitive salary, a profit sharing plan based on corporate, team and individual performance, and an excellent extended health benefit plan. Support is provided for professional development and growth.

## Applying

Please email a cover letter and résumé to [careers@essa.com](mailto:careers@essa.com) by March 25, 2016 with “**Sr. Environmental Assessment Specialist**” in the subject line. We will review all applications and conduct interviews with select candidates in mid April. The *earliest* start date for the successful candidate will be on or about May 9, 2016. We are flexible, and prepared to consider the current situation of preferred candidates to negotiate a start date in June or July 2016. In accordance with Canadian law, preference will be given to Canadian citizens and Landed Immigrants.