

## **Aquatics / Fisheries Biologist or Similar - We offer career development, flexible and remote working opportunities, and meaningful work.**

We are a growing consulting firm based in Guelph, Ontario that offers its employees flexibility, excellent learning opportunities, and the ability to work with amazing people on a daily basis.

SVS staff have the autonomy and support to grow their careers in the direction they choose to help meet our collective mission of a land where all peoples can reach their full potential, share prosperity and uphold their rights. We are aligned in our commitment to doing good work in both our local and client communities, and we are known for our fun company culture and our commitment to providing excellent client service.

A few more key points about SVS:

- Our company is filled with individuals who like taking initiative and thinking outside of the box.
- We believe in creating shared value in every project we work on and we assist Indigenous and non-Indigenous communities and private sector companies in coming together to create shared value for all parties involved.
- We are a Certified B Corp – we believe business should be about making a difference and doing good for both people and places.

**The Position:** We are looking for an Aquatics / Fisheries Biologist to fill a permanent full-time position. The pay range we are offering is competitive and negotiable.

- We offer flexible working arrangements and an open time-off policy.
- We have an incredibly unique company culture that allows us to shine positive lights on our failures and work in an environment where we can learn and grow together, all while doing meaningful work.

### **Requirements:**

- A degree or diploma in Fisheries Biology, Aquatic Ecology, Environmental Science or equivalent
- 3+ years of professional experience in project management and environmental consulting
- Excellent technical writing and analytical skills, including experience with data management and analysis, preparing technical reports, and communicating complex issues in plain language (written, verbal, presentations) for a variety of audiences
- Strong understanding of Canadian federal, provincial, and territorial legislation and regulatory approvals and permitting processes

- Experience coordinating and conducting technical reviews of Environmental Impact Assessments for development projects from multiple sectors including oil and gas, mining, and energy) .
- Strong understanding of Canadian federal, provincial, and territorial regulatory approvals and permitting processes.
- Strong understanding of mining processes.
- Proven examples of successful development of mitigation measures, fish habitat compensation plans, and environmental effects monitoring programs.
- Experience in aquatic and/or fisheries data collection, fish collections, fish habitat assessments, water quality sampling, sediment sampling and benthic invertebrate sampling.
- Skills and experience working in cross-cultural settings, preferably with First Nation, Métis, and/or Inuit communities
- Exceptional attention to detail and organizational skills
- Thrives in a team setting, accepts responsibility and works to deadlines
- Willingness to travel across Canada and to northern and remote communities

### **Responsibilities:**

- Managing or coordinating projects focused on technical peer reviews of regulatory environmental permitting and approvals reports, and applications for development projects.
- Suggesting appropriate mitigation, compensation, and accommodation measures to address environmental and/or socio-economic-cultural impacts of major development projects.
- Conducting community-based aquatic science research projects ,and field work.
- Building and maintaining client relationships through a comprehensive understanding of client needs, priorities, and objectives while providing excellent client service.
- Liaising effectively with Indigenous community clients, regulators and proponents.
- Providing *Duty to Consult* and strategic negotiation advice to First Nation, Metis and Inuit community clients as needed
- Working with cross-functional teams to ensure our clients goals are met within each project
- Report writing

**Asset Qualifications:** Experience working with Indigenous communities including: experience in Northern Ontario / Canada, experience providing training in environmental monitoring or impact assessment, experience with planning and implementing communication and consultation programs and activities.

**Let us know if you speak:** French, Cree, Ojibway, Algonquin, Oji-Cree, Innu, or other languages that might be useful for this position.

We are on the traditional territory of the Attawandaron People. We honour the original ancestors of this land and also offer respect to our Haudenosaunee, Anishinaabe, Mississauga and Métis neighbours. We strive to be accountable by acknowledging this history and cultivating respect in our relationships with our Indigenous neighbours and the land.

We are located downtown Guelph and we are lucky to be close to public transit, restaurants, and parks.

**Summing it Up - Why should you apply?**

- Fun company culture
- Learning and career growth opportunities
- Flexible working hours
- Meaningful work
- Travel opportunities

**In the spirit of reconciliation and diversity, we are committed to increasing our number of Indigenous employees. Please let us know in your application if you are First Nations, Metis or Inuit.**

Send your application to: [HR@sharedvaluesolutions.com](mailto:HR@sharedvaluesolutions.com)