

Junior 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 a Junior Aquatics / Fisheries Biologist to fill a permanent full-time position. The salary range for this position is \$43,000 to \$59,000 dependent on skills and experience.

- Base Pay
- Variable Pay
- Cell Phone Allowance
- Group Health Benefits and Employee Assistance Program (health, dental, vision)
- Retirement Savings Plan
- Professional Designation Reimbursement
- Professional Development (formal and informal)
- Paid Time Off (Freedom Time, Sick Time, Cultural Days, Bereavement, Family Care)
- Work Travel Meal Allowance
- Winter Tire Rebate
- SVS Fun Events
- Flexible Working Options (including work from home)

Requirements:

- A degree or diploma in Fisheries Biology, Aquatic Ecology, Environmental Science or similar equivalent
- 1-3+ years of relevant professional experience in project coordination or environmental consulting
- Experience in aquatic and/or fisheries data collection, fish collections, fish habitat assessments, water quality sampling, sediment sampling and/or benthic invertebrate sampling.
- 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/or territorial legislation (e.g. Impact Assessment Act, Fisheries Act, Metal and Diamond Mining Effluent Regulations) and regulatory approvals and permitting processes
- Experience coordinating and conducting baseline studies, environmental impact assessments or monitoring programs for development projects from multiple sectors (e.g. mining, oil and gas,, energy)
- 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:

- Coordinating projects focused on technical peer reviews of regulatory environmental permitting and approvals reports and applications for development projects through a comprehensive understanding of client needs, priorities, and objectives
- Suggesting appropriate mitigation, compensation, and accommodation measures to address fisheries/aquatic impacts of major development projects.
- Conducting community-based aquatic monitoring projects, and field work and/or providing environmental monitor training for Indigenous community representatives
- Providing advice on fisheries / aquatic ecological portions of environmental assessment processes and regulatory environmental permitting
- Liaising effectively with Indigenous community clients, regulators and proponents
- Providing *Duty to Consult* and strategic negotiation advice to First Nation, Métis and Inuit community clients as needed
- Working with cross-functional and multi-disciplinary teams to ensure our clients goals are met within each project
- Report writing, client and community presentations

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



SHARED VALUE
SOLUTIONS

consultation programs and activities. Proven examples of successful development of mitigation measures, fish habitat compensation plans, or environmental effects monitoring programs an asset.

Let us know if you speak: 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, Métis or Inuit.

Send your application to: HR@sharedvaluesolutions.com by September 15, 2021