



Intermediate/Senior Aquatic or Wetland Biologist

Location – Leduc and Grande Prairie, Alberta (other locations may be considered)

Employment Type – Full Time, Permanent

About Us

SWAT Consulting Inc. is a multi-disciplinary environmental consulting firm with offices located throughout Western Canada. SWAT specializes in comprehensive emergency management and environmental management services with a growing workload of liability management and reduction focused remediation and reclamation projects. SWAT is a community of driven professionals that are enthusiastic about our discipline and offer a team focused working environment. As a small and growing company, there are no limits to your career potential where our evolving culture supports you as a professional, while promoting and encouraging constant career advancement into areas of interest and ability. We believe our most valuable resource is our people and we offer our employees a comprehensive compensation and benefits package, which includes extended health care (dental, vision, health), a health and wellness program, disability insurance, RRSP matching, and a highly competitive salary.

Position Overview

SWAT Consulting Inc. is seeking an ***Intermediate to Senior Aquatic or Wetland Biologist*** with a record of providing high quality Water Act, Alberta Wetland Policy, and Public Lands Act deliverables. The appropriate candidate has developed a keen attention to detail, and is able to develop and foster this skill in others. They will have experience submitting Water Act applications through OneStop, including the wetland submission tab and the associated shapefile requirements. As well they will have completed turbidity monitoring during construction and HDD, and foster a sense of good will and cooperation with construction personnel. The appropriate candidate enjoys and thrives on background research, and cooperates with construction personnel to reach practicable interpretation of the legislation. Strong fish identification skills as well as a creative and practical approach when developing fish habitat improvements through erosion and sediment control plans and Alberta Transportation fish habitat compensation. They have the ability to confidently direct process improvement, looking to gain efficiencies and quality in reporting and data management techniques. The appropriate candidate knows what it takes to build the role and leverage experiences, confidence, and communication skills to support their continued growth and the needs of a team of highly driven professionals. They are qualified and competent to self register as a QAES or have sufficient experience with an Alberta Pro-10 to be registered as an authenticating professional for wetlands. The position is approximately 50% field based.

Responsibilities

Applicants must fulfill the following responsibilities as an ***Intermediate to Senior Aquatic or Wetland Biologist***:



Preparing WAIFs and WAIRs, which includes:

- Ordering and interpreting air photos to delineate wetlands.
- Completing vegetation, soils, fisheries, and wildlife field assessments.
- Reviewing available databases and client files.
- Reviewing applicable legislation (Crown Ownership, Alberta Wetland Policy, Water Act).
- Obtaining ABWRET-A or ABWRET-D wetland values.
- Submitting reports through AER's OneStop.

Submitting Water Act applications and COP notifications, which includes:

- Preparing watercourse crossing mitigation plans (pipeline and roadways).
- Preparing erosion and sediment control plans.
- Applying for TDLs and TFAs where required.
- Completing First Nations consultation and ACO submissions.
- Reviewing engineered drawings for proposed crossings to ensure compliance with fish passage.

Fisheries and aquatics work, including:

- Following SWAT's biophysical control point data collection protocol, you will assess watercourses within the context of emergency management planning.
- Completing fish habitat assessments and associated reporting for watercourse crossing proposals.
- Submitting fisheries research license applications, completing fish salvage, and submitting fisheries load forms.
- Supervising construction in waterbodies, implementing mitigation, and monitoring turbidity.
- Completing daily reporting associated with field work.

Additional responsibilities as assigned or as interested.

Qualifications

We are an emergency management company with a growing workload of liability management and reduction focused remediation and reclamation projects. With this comes the requirement for occasional after-hours work on weekends or evenings as the need arises to support our teams (e.g., during an emergency spill response). We augment this requirement by supplying everyone with an unlimited days-off policy on requested days off (when possible), and by offering competitive wages.

As a candidate for this position, you meet or exceed the following requirements:

- Hold a B.Sc. or higher in environmental science, biology/ecology, environmental engineering, or a related discipline. Technical diplomas in environmental science and related disciplines will be considered for candidates with appropriate experience that are currently registered as authenticating professionals with one of the Alberta Pro-10.
- Currently registered as a member of the ASPB.



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- Five or more years experience completing fish habitat assessments, wetland assessments, and associated reporting.
 - Willingness and ability to train junior staff on field and office work.
 - Have excellent technical writing, data entry, and communication skills.
 - Function well independently and have the ability to motivate yourself to stay on task and the drive to initiate process improvement.
 - Highly conscientious, with fine attention to detail and genuine concern to produce high-quality products.
 - Intermediate skills with Microsoft Office.
 - Experience with ArcGIS and/or QGIS.
 - Certified electrofishing crew lead.

Assets

- Experience with wildlife identification, mitigation, and capture.
- Ability to manage and mentor junior staff and track costs.
- Experience outside of fisheries and wetlands, including reclamation, remediation, pre-disturbance assessments, and construction monitoring.
- Experience working around heavy equipment.
- Industry safety tickets (H2S, First Aid, Ground Disturbance, OHV).

Why You Want to Work Here

SWAT has developed into a team of driven professionals that will do whatever it takes to execute tasks correctly, efficiently, and with integrity to our clients and to our personal ethics. There are no limits at SWAT, where everyone is encouraged to take risks and to grow and develop in their areas of interest and ability. SWAT supports a diverse work environment, is managed, and staffed by professionals, and supports its employee's health and development through comprehensive health benefits, training opportunities, percentage of RRSP matching, and profit-sharing.

There are no ceilings at SWAT, and we are an equal opportunity employer. Advancement opportunities are based on achievement results and flexibility to stretch beyond your comfort zone.

Apply to join the SWAT team by submitting your resume with the subject line Wetland-2024 and your cover letter in the email body to careers@swat-ab.ca. Please note that we will only contact individuals selected for interviews.

This position will remain open until a suitable candidate has been selected. We thank all applicants in advance for their applications; however, we will only contact individuals selected for interviews.