



Are you someone with strong leadership and technical capabilities? Do you enjoy building relationships and working collaboratively in a team environment with both internal and external stakeholders? Are you a thoughtful leader, a trusted advisor and a problem solver? If you enjoy entrepreneurship and innovation, this opportunity is for you! This intermediate to senior role is well suited for individuals with a minimum of ten years' post-university experience looking to take the next step in their career. As someone with excellent communication skills and business acumen, you will thrive in our fast-paced and agile environment.

### **Your opportunity**

Dillon's **Environmental Sciences** technical group is looking for a **Senior Biologist** to join our existing talent base in Western Canada. You will have the opportunity to work on new and exciting projects while providing clients with a fully integrated and superior customer experience. At Dillon, we operate as one team and the successful candidate can be based in our **Calgary** office. We offer flexible work hours and **hybrid work arrangement** options to help balance the competing demands of work and personal life.

This position is largely focused on clients and projects in Alberta, but will also include the potential to work on projects throughout BC, Alberta, and across Canada. As a biologist at Dillon, you will be responsible for developing and fostering healthy client relationships, managing and supporting projects, scoping and executing field programs, technical report writing, and working with a dynamic team of environmental scientists, engineers, planners, and technologists.

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### **What your day will look like**

#### **Technical Development & Project Management**

- Support Senior Project Managers and staff with expertise in the fields of aquatic ecology, terrestrial ecosystems, terrestrial wildlife ecology, and/or species at risk.
- Lead the scoping, development, cost controls, and execution of environmental investigations, environmental management programs and plans including research, field work, and technical report writing as Project Manager.
- Demonstrate leadership in health and safety.

- Support the development of environmental assessments, compensation/offsetting plans, and related environmental regulatory permitting assignments at the provincial and federal levels.
- Scope, plan, develop, and implement field programs for a variety of biological, natural resource, municipal, land development, and linear infrastructure projects.
- Demonstrate leadership and coordination of staff across operating business units.
- Lead the development and submission of proposals (budget development and proposal writing).
- Liaise with public and private sector clients, government review and approval agencies, sub-consultants and community representatives including Indigenous communities.
- Coordinate project team activities, provide direction to project team members, and contribute to development of staff.
- Provide leadership and mentorship to junior staff including technical writing and leading field programs.

### **Business Development**

- Support the development and growth of client relationships through identifying market opportunities, client communications, preparation of proposals, and business development and sales activities.
- Identify and pursue business opportunities within the marketplace, where Dillon might succeed in securing work assignments.
- Present at, and participate in, conferences, technical workshops, webinars, and professional associations to raise the Dillon profile in the business community and among peers.
- Collaborate with staff across Canada for the purposes of project delivery, client relationship development, and opportunity/project research.

### **Learning & Development**

- A commitment to self-development and ongoing learning and professional development, including both technical skills and business acumen.
- Contribution to the career development of less tenured staff, including technical direction, training recommendations, coaching, and mentoring.
- Contribution to Dillon's corporate profile through active participation in professional associations and committees.

### **What you will need to succeed**

- An undergraduate or graduate degree in biology, ecology or a related environmental field.
- A professional designation or eligibility to obtain (R.P.Bio., P.Biol., P.Ag.).
- A minimum of 10 years of demonstrated professional experience in environmental consulting, industrial, regulatory, or academic setting or related field.
- Valid driver's license (Class 5).
- Excellent communication and technical writing skills.

- Excitement and willingness to collaborate in a multi-disciplinary, cross-jurisdictional team environment sciences field.
- Ability to travel for business upon request.
- Understanding of field sampling methods and sample collection with demonstrated ability to lead a team conducting aquatic, terrestrial, riparian, wildlife, or species at risk assessments.
- In-depth knowledge of relevant provincial and federal environmental legislation, regulations, policies, guidelines, and regulatory permitting and approval requirements gained through formal studies or practical experience.
- Familiarity with environmental compliance and industry best practices including mitigation measures for construction projects.
- Experience leading the preparation of regulatory applications and submissions including liaising with regulators, stakeholders, industry representatives, and Indigenous communities.
- Demonstrated success in project management and client relationship skills.
- Excellent oral and written communication, critical thinking, organizational and interpersonal skills. The ability to multi-task and manage concurrent tasks with overlapping timelines is considered an asset.
- Strong data management and analysis skills.
- Commitment to project quality, safety, and capability of meeting project deadlines.

### **Why choose Dillon**

Dillon is powered by people who are technically proficient, passionate about socially important projects, and motivated to deliver superior, tangible results. We strive to remain at the forefront of technology and innovation, and are empowered to continually grow and develop.

We live our core values:

- Reliability: words result in actions that build trust.
- Achievement: do the work to hit the target.
- Continuous development: always learning; always adapting; always growing.
- Creativity: discover new possibilities.
- Courage: do the things that matter, especially when it's hard.
- Inclusiveness: enabling belonging to draw strength from our differences.

In addition, we offer:

- Employee share purchase plan
  - Dillon is 100% employee owned and share ownership is open to all employees.
- A competitive compensation package
  - Comprehensive health benefits.
  - Generous retirement savings plan.
  - Student loan repayment assistance with matching employer contributions.
- Flexible work hours and remote working options
  - Dillon values its staff and the contributions that are made each day and understands that work arrangements can differ based on personal needs and business needs. We are taking a trust-based approach to offer a variety of

flexible and remote work options to help balance the competing demands of work and personal life.

- Early Career Development (ECD) program
  - We are committed to developing the skills and knowledge of our people at every stage of their career. The ECD program is designed to accelerate the development of successful consulting careers of new graduates. The program focuses on a mix of skills and behaviours that align with technical, consulting, clients, business acumen, and early leadership.
- Focus on Innovation
  - The ability to anticipate, examine, and adopt new and innovative solutions is a crucial driver for the continual and progressive advancement of our business performance. In our culture, people are empowered to reflect and question current practices and seek forward looking solutions to today's problems and tomorrow's opportunities.
- Employee and Family Assistance program
  - A variety of EFAP tools and online resources to support well-being are available to all employees.
- Goodlife Fitness Corporate Membership
  - Our employees can take advantage of reduced annual membership fees.

### **About Dillon**

Dillon is a proudly Canadian, employee-owned, professional consulting firm specializing in planning, engineering, environmental science and management. We partner with clients to provide committed, collaborative, and inventive solutions to complex, multi-faceted projects. With over 20 offices and more than 1000 employees across Canada, Dillon offers a wide range of services related to building and improving facilities and infrastructure, protecting the environment, and developing communities.

Now operating for over 75 years, we continue to strive for excellence in everything we do. Dillon has been listed as one of Canada's Best Managed Companies for the past 17 years and has the distinction of having achieved Platinum Club member status in this program.

Employment Equity, Diversity & Inclusion at Dillon:

Dillon is committed to the principles of employment equity, inclusiveness, and diversity within our organization. We strive to achieve a workplace where opportunities are based on skills and abilities and that respects and values differences. Inclusion is more than a word to us, it is the way we choose to run our business. Please connect with us if you require accommodation in the interview process. We would love to hear from you!

Please apply on our website: <https://external-dillon.icims.com/jobs/3154/biologist/job>

