



Employment Opportunity

Position: Intermediate Terrestrial Biologist

Posting Date: August 15, 2026

Duration: Full Time

Salary: \$80,000 - \$95,000 based on experience

Location: Northeastern Ontario

Blue Heron Environmental is seeking an experienced **Intermediate Terrestrial Biologist** to assist in leading and managing terrestrial biology components for mining, site development, and related environmental projects across Ontario. This role is well suited to a senior practitioner who enjoys technical leadership, project delivery, client service, regulatory coordination, and mentoring junior and intermediate team members.

- Lead and manage tasks and projects in accordance with approved scopes of work, budgets, schedules, and quality expectations;
- Lead and participate in terrestrial field programs, including providing technical oversight, mentoring field staff, verifying data quality, and maintaining field competency through regular participation in field activities.
- Collaborate with project managers and technical teams to plan, coordinate, and deliver terrestrial field programs that meet project objectives;
- Conduct site visits and, as required, support field data collection in remote and/or operational settings;
- Prepare, review, and contribute to technical reports, including data interpretation, analysis, and synthesis of large datasets;
- Prepare materials for regulatory agency review and communicate with provincial and federal regulators regarding permits, authorizations, and species at risk requirements;
- Contribute to proposals, work plans, budgets, and other business development activities;
- Review and interpret background information, including provincial and federal databases and mapping resources;
- Provide technical direction and practical environmental advice throughout the project life cycle;
- Mentor and support junior and intermediate staff through field, technical, and project-related activities;
- Follow and apply client and internal policies, procedures, standards, and guidelines in the execution of all work; and
- Complete other duties, as required.

Qualifications:

- B.Sc. in biology, ecology, environmental science, or a related field;
- Minimum of five years of demonstrated experience conducting taxa-specific terrestrial surveys;
- Minimum of two years of environmental consulting experience;
- Strong technical writing, communication, organizational, and project coordination skills;
- Thorough knowledge of northern Ontario flora, fauna, habitats, and ecological conditions;



- Knowledge of environmental inventory and monitoring protocols, including data collection, documentation, and quality control practices;
- Knowledge of current provincial and federal regulatory requirements related to species at risk.

Required Experience:

- Developing and maintaining strong client relationships;
- Designing terrestrial biology field programs and methods to meet project-specific objectives;
- Demonstrated experience leading terrestrial field programs in remote and operational environments, including supervising field crews, resolving field issues, and ensuring high-quality data collection.
- Identifying practical mitigation measures for the protection of species at risk and sensitive habitats;
- Collecting, assembling, analyzing, and interpreting ecological data;
- Preparing clear, defensible technical reports, memos, proposals, and regulatory submissions;
- Managing multiple priorities, tasks, and deadlines in a consulting environment;
- Supporting client liaison, proposal preparation, and business development activities; and
- Liaising with regulators and providing strategic regulatory advice to clients and internal teams throughout the project life cycle.

Work Expectations:

- This is a full-time position based in Ontario, with work completed from a Blue Heron office, home-based office, field location, or client site, depending on project needs;
- This position combines technical leadership with continued participation in field activities. The successful candidate is expected to maintain field competency by regularly supporting and leading terrestrial field programs throughout the field season.
- Regular travel within Ontario is expected, including travel to remote project sites and active industrial or mining locations.
- Field assignments may require extended workdays, variable schedules, work in challenging terrain and weather conditions, and overnight stays away from home.
- The successful candidate must be able to work safely and effectively in remote environments and be physically capable of hiking over uneven terrain while carrying field equipment.
- The successful candidate must be comfortable working independently and as part of multidisciplinary project teams;
- A valid driver's licence and the ability to meet client and site-specific health, safety, and access requirements are required.

Benefits:

- Competitive compensation commensurate with experience;
- Comprehensive group benefits package, including health and dental as well as Group RRSP matching;



- Opportunities for professional development, training, and growth within a multidisciplinary environmental consulting team;
- A flexible work environment that supports office-based, home-based, and field-based work as appropriate to project needs;
- The opportunity to work on meaningful environmental projects across northern Ontario and beyond.

Blue Heron, the Company:

Blue Heron Environmental is an environmental consulting company with offices in Timmins and Sudbury, as well as home-based offices across Ontario. We provide a broad range of environmental services to the mining sector and other clients, supporting projects with practical, technically sound, and client-focused solutions.

For more information about Blue Heron visit our website: **www.blueheronenv.com**

Blue Heron Environmental is committed to providing a respectful and inclusive workplace. We welcome applications from qualified candidates with diverse backgrounds, experiences, and perspectives.

To apply send your detailed resume with references to lbyron@blueheronenv.com

We thank all applicants for their interest; however, only short-listed candidates will be contacted. No phone calls please.

Artificial intelligence will not be used to screen, assess or select applications for this position.