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## Job Posting

### Position: Senior Fisheries Biologist/Aquatic Ecologist

**Organization:** Azimuth Consulting Group Inc

**Location:** Vancouver or Sidney, British Columbia, Canada (remote work considered)

**Compensation:** Salary commensurate with experience

**Vacancy Type:** Full-time, permanent

**Azimuth Consulting Group Inc** is seeking **Senior Fisheries Biologist/Aquatic Ecologist** to join our collaborative and team-oriented group of scientists. We are looking for resourceful and adaptable candidates who want to join our specialized team, delivering environmental monitoring and environmental assessment services in the context of aquatic sciences. Ideal candidates are scientists interested in working on complex problems, who maintain a positive attitude, are self-motivated, and employ a strong work initiative. You will see we are also advertising for intermediate and senior risk assessors.

#### **Organizational background**

Established in 2001, Azimuth ([www.azimuthgroup.ca](http://www.azimuthgroup.ca)) is an employee-owned, niche consulting firm that specializes in risk assessment, toxicology, environmental effects monitoring and related regulatory policy. Our projects span a wide range of settings including contaminated sites, mines, ports, and proposed developments. Azimuth develops scientifically defensible, tailored solutions.

Our core values include: self-direction, work-life harmony, teamwork, fun and integrity with quality. Azimuth embraces equity and diversity and encourages applications from all qualified candidates, including applicants of all gender identities or expressions, sexual orientations, racial backgrounds, disability statuses, cultures, and religions.

#### **Experience and responsibilities:**

This position is suited for individuals with significant field experience, strong quantitative/analytical skills, and solid ecological grounding, capable of designing, leading and executing aquatic environmental monitoring programs. You will likely have more than ten years of experience, but we will consider candidates with less experience and a proven track record. That experience should include leading projects, understanding the regulatory context and supporting business development for work on contaminated sites and/or all stages of mine development, including restoration. Position responsibilities include:

- Leadership of projects from inception to completion related to fish and aquatic environmental effects monitoring. Ideally, you would also have experience in risk assessment/toxicology.

- Demonstrated project management skills and ability to work on multiple projects while ensuring quality standards on deliverables.
- Mentorship of staff
- Creating and maintaining client relationships to meet their needs
- Proposal writing and business development

**Essential skills, competencies & qualifications:**

- A university degree in aquatic science, biology or a related field (e.g., toxicology, coastal zone management, fisheries management)
- Ideally 10+ years of progressive experience in a consulting environment, with demonstrated competency in quantitative fisheries/aquatic science (e.g., Federal environmental effects monitoring, population modeling).
- Quantitative and analytical skills – expertise in R software is an advantage.
- Experience working with provincial and federal regulations and related guidance
- Experience managing complex projects (i.e., client lead) with multiple team members
- Ability to think independently and strategically, maintain a positive attitude, be self-motivated, and employ a strong work initiative
- Excellent written and oral communication skills with reliable attention to detail
- Positive contributor to a safe and fun work environment

**Additional desired qualifications:**

- Graduate degree in a relevant field
- Professional designation or eligibility, including as a Registered Professional Biologist (BC) and/or Professional Biologist (AB)
- Experienced in designing and implementing field programs
- Project Management Professional certification
- An orientation towards engagement with various parties (e.g., regulators, communities, stakeholders, Indigenous Peoples)
- Quantitative orientation, for example data analysis, statistics and/or modeling
- Leadership skills and profile within our industry
- Experience collaborating directly with Indigenous Peoples

## Details

This role can be based in either Vancouver or Sidney, BC (Azimuth will also consider remote working). You will be required to travel for field work throughout BC and across Canada, particularly to Northern Canada. These are full-time positions, but we are a highly-flexible workplace after you have settled in and Azimuth has many staff with varying work hours.

Azimuth offers a competitive compensation package commensurate with experience and credentials, including salary, health benefits, financial support for parental leave, flexible work hours, professional development opportunities, possibility of leave for sabbatical or education, health and safety training, and possibility of company share ownership.

## To apply

Please forward your Resumé and Letter of Application as a single PDF to [joinus@azimuthgroup.ca](mailto:joinus@azimuthgroup.ca). Please include the name of the job position in the email subject line. If we need to make arrangements to accommodate your participation in our recruitment process, please let us know.

We thank all candidates in advance for their application. All candidates will receive a confirmation of their application, but only those short-listed for an interview will receive further correspondence. All applications will be kept in confidence.

If you have questions or would like more information, please contact [joinus@azimuthgroup.ca](mailto:joinus@azimuthgroup.ca).