

A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing RecruitmentHelp@bchydro.com, as adjustments can be made to help support you in your application process.

Senior Environmental Coordinator (Aquatic Operations & Regulatory Planning)

Number of positions: 1	Job Location: Edmonds 11
Employment type: Permanent	Region: Lower Mainland
Hours of work: Full-time (37.5 hrs/wk)	Flexible Work Role: Hybrid
Annual salary: \$ 107,000.00 - 135,300.00	

What you'll do

Reporting within BC Hydro's Environment group, the Aquatic Operations & Regulatory Planning team requires an experienced professional with a background in fisheries biology, impact assessment, mitigation/compensation planning, structured decision making and facilitation. This person will work with BC Hydro staff, consultants, community stakeholders, regulatory agencies and First Nations to provide advice for project and operational activities related to high priority fish and aquatic issues.

The Aquatic Operations & Planning team is responsible for identifying the environmental requirements for operations and projects and developing and implementing solutions to complex fish and aquatic issues across our system. This work is highly collaborative as you will work with many other groups within and outside of BC Hydro in a highly specialized role providing subject matter expertise and senior biologist level guidance for operations and projects, as well as advising development of work practices, protocols, and regulatory strategies.

The successful candidate will:

- * Be a primary subject matter expert (SME) for fish and aquatic issues, with a critical recognition of environmental risks, business requirements, and opportunities.
- * Manage a diverse portfolio including fish and aquatic strategy development, operational program development, regulatory process guidance with responsibility for providing technical direction, resource planning, budget planning and contract management for activities within the portfolio.
- * Lead and facilitate external committees that include multiple stakeholders representing a variety of interests with the objective of advancing and implementing program activities.
- * Manage consultant contracts including developing terms of reference, evaluating proposals, overseeing budgets and deliverables to meet project timelines.
- * Critically review reports and communications in consideration of scientific integrity, program scope, business requirements and audience.
- * Engage and liaise with regulators on topics associated with the portfolio. This includes determining relevant regulatory requirements and developing and implementing programs required to address those requirements.
- * Support engagement with Indigenous groups and other interested parties on potential effects of BC Hydro operations and projects, potential mitigation solutions, and the development of follow-up monitoring programs.
- * Prepare synthesis reports, specific study reports, briefings, presentations and published works in support of the portfolio.
- * Present program communications - including study results, decision recommendations, and program updates - to a wide audience - including public speaking events, executive meetings, regulatory and First Nations meetings, and municipal/government proceedings (including formal Environmental Assessment Board proceedings).

The successful candidate will have experience in the following key areas:

- * Fisheries biology and management with emphasis on freshwater populations of resident species, preferably with experience involving Pacific salmon in British Columbia.
- * Scientific study design, particularly in the area of assessment and management of impacts of hydroelectric development on fish and aquatic ecosystems.
- * Scientific writing, primary author for analytical reports, communications and recommendation memos, and publications.
- * Design and implementation of programs, with emphasis on those relating to the effects of hydroelectric developments on fish and fish habitat, considering the complex interactions of ecosystems with hydroelectric operations.
- * Project and contract management, quality assurance, employee mentorship and guidance.
- * Working with regulators and First Nation organizations to facilitate partnerships and agreements.
- * Environmental assessment, Federal and Provincial regulatory processes, regional or land use planning.

What you bring

- * A graduate degree relevant to environmental biology, ecology, engineering, or resource management (or an equivalent combination of qualifications and experience).
- * Must be eligible for designation as a professional Biologist in the College of Applied Biology.
- * Minimum of eight (8) years of relevant subject matter experience, which may include: fisheries assessment and management with specific reference to construction and/or operation of hydroelectric developments, environmental mitigation program design and implementation, environmental monitoring program design and implementation, federal and provincial environmental assessments and current practice.
- * Other relevant experience may include: water quality and aquatic productivity assessments, hydraulic modelling, fish population modelling, project management, contract management, First Nations consultation, public consultation.
- * Technical skills and experience may include: specialized software skills (i.e. database management, statistical analysis), regulatory permitting, contract management, field operations, technical writing and editing.
- * Must be available for travel.
- * Strong technical communication, research, writing and editing skills.
- * A valid driver's license with no restrictions.

What we offer

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit bchydro.com/benefits.

What else you should know

- * Please note this is a Full-Time Permanent (FTR) P3 M&P opportunity with the team based at our Edmonds location in Burnaby, BC.
- * The preferred headquarter location for this position is Edmonds (Burnaby, BC), however alternative headquarters such as Kamloops, Vernon, Prince George, and Castlegar may be considered pending the required business approvals and workspace availability. The successful candidate must also be able to conform to BC Hydro's hybrid flexible work role, requiring employees to work from headquarters a minimum of 2 days per week.
- * A condition of employment for this job is that you maintain your Class 5 Driver's License in good standing.
- * Please be advised that this role has been assessed as safety sensitive and pre-qualification alcohol and drug testing will be required as a pre-condition to employment.
- * As part of the selection process, applicants may be required to take a written test/assessment or do a presentation.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

Location: Burnaby, British Columbia, Canada, V6B 4X3.

Date Posted:	2025-07-25	Closing Date:	2025-08-08
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