



Nupqu

LIMITED
PARTNERSHIP

Environmental Specialist

Nupqu Resource Limited Partnership (associated with Ktunaxa Enterprises Ltd.) is a growing First Nations–owned environmental consulting firm with offices in Cranbrook, Castlegar, and Fernie, BC. Nupqu provides environmental, biological, archaeological, forestry, contract management, and safety-related consulting services throughout the Ktunaxa Traditional Territory.

We are seeking a motivated and early-career environmental specialist to join our team in supporting a wide variety of projects. This role is well suited to a Junior to Intermediate Biologist looking to expand field leadership, technical delivery, and consulting experience under the guidance of senior staff.

Position Details

- Position Title: Environmental Specialist
- Employment Type: Temporary Full-Time
- Start Date: April 23, 2026
- End Date: December 31, 2026
- Location: Fernie-based with regular field travel
- Reporting To: Senior Project Manager
- Hours, Overtime, and Benefits: As per standard Nupqu policy

Position Overview

The Environmental Specialist will support and deliver a range of environmental field programs across southeastern British Columbia, with a focus on applied monitoring and field-based assessments. The role includes seasonal leadership of environmental sampling programs, collaboration with field technicians, and providing guidance and support to junior staff delivering environmental monitoring and compliance programs.

This position emphasizes hands-on fieldwork, technical skill development, and applied consulting experience, with limited administrative or project management responsibilities. Knowledge of local flora and fauna, environmental monitoring protocols, and construction or water sampling experience are considered strong assets.

Key Responsibilities

- Lead and execute environmental sampling programs
- Work alongside Junior and Intermediate Technicians to safely and efficiently complete field programs
- Provide day-to-day field coordination and technical oversight during sampling programs
- Conduct equipment calibration and maintenance (e.g., water quality sondes, flow meters, soil/sediment sampling tools)
- Support environmental monitoring and compliance projects, including:
 - Assisting with permit applications and regulatory coordination
 - Contributing to study designs, cost estimates, and proposal development
 - Supporting training material development and field protocols





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- Assisting with program planning, scheduling, and field logistics
- Providing general project execution and field support
- Function as a field specialist delivering environmental monitoring programs
- Lead and assist field crews on water quality, soil and sediment, habitat, and construction monitoring programs
- Conduct baseline studies, environmental assessments, surveys, and monitoring programs
- Collect, manage, and QA/QC field data using digital data collection tools
- Support preparation of technical memorandums, regulatory submissions, permitting documentation, and reports
- Assist with program planning, resourcing, and scheduling

Core Duties and Responsibilities

- Complete environmental field programs throughout southeastern British Columbia, including water quality, soil and sediment, habitat, and environmental compliance monitoring
- Conduct field data collection using digital data collection tools
- Support environmental compliance monitoring, construction monitoring, and permit conditions as directed by senior staff
- Assist with data analysis and preparation of technical reports, memos, and summaries
- Collaborate with Project Managers and senior technical staff to deliver projects on schedule and to required standards
- Communicate clearly and professionally with team members and clients
- Maintain a strong focus on safety, data quality, and field efficiency

Qualifications

- Diploma or Degree in Biology, Environmental Science, Ecology, or a related natural resource discipline
- Approximately 3–5 years of relevant environmental or biological field experience (fisheries or aquatics experience considered an asset)
- Demonstrated ability to support and help lead field programs with guidance from senior staff
- Experience with environmental monitoring, field assessments, surveys, and data collection
- Valid Class 5 driver's license with a clean driving record

Skills and Abilities

- Strong field skills and willingness to work outdoors in variable weather and terrain
- Ability to follow established protocols and work under senior technical direction
- Organized, dependable, and safety-oriented
- Effective written and verbal communication skills
- Ability to work independently in the field and collaboratively within a team
- Comfortable using tablets, GPS units, and digital field forms
- Willingness to travel and work extended or irregular hours during field seasons

Assets

- Experience with environmental monitoring programs (water, soil, sediment, or habitat)
- Experience with construction monitoring or compliance programs
- Familiarity with local flora and fauna, or fish and wildlife field programs



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- Knowledge of provincial and federal environmental legislation and permitting
- Basic GIS and spatial data management knowledge

Salary

- \$32.00 per hour

Please submit your cover letter and resume marked “Environmental Specialist – Biologist – Confidential” to Human Resources at: hr@nupqu.com