



Career Opportunity

Senior Marine Biologist and Lead Environmental Consultant
(Full-time Permanent)

Closing:

May 22, 2026

Anticipated Start Date:

Immediate

Salary Range:

\$70,000- \$74,000

(Based on Qualifications and Experience)

General Description: Under the direction of the Director of Consultation, the Senior Marine Biologist and Lead Environmental Consultant serves as a strategic and technical lead within our Consultation Department. This position is responsible for advancing marine science initiatives, overseeing environmental consulting projects, and ensuring Sipekne'katik's rights and interests are effectively represented in consultation matters.

The successful candidate will provide expertise in marine and freshwater environmental issues, support regulator consultation efforts, manage scientific projects, and build relationships with government, industry, academic institutions, and community stakeholders.

Key Responsibilities:

Consultation & Environmental Review

- Support implementation of the SGI consultation protocol on environmental files
- Review environmental submissions and assess impacts to Sipekne'katik rights and interests
- Lead marine biological assessments, ecological studies, and environmental impact reviews
- Coordinate consultation discussions with Crown representatives and project proponents
- Provide recommendations and briefings to Chief and Council
- Develop strategies to strengthen community involvement in consultation matters

Project Management & Reporting

- Oversee scientific projects related to marine and freshwater initiatives
- Coordinate environmental data collection, analysis, and modeling
- Prepare reports, presentations, correspondence, submissions, and work plans
- Identify opportunities that align consultation efforts with community priorities and economic development goals

Stakeholder Relations

- Build relationships with government agencies, industry partners, academic institutions, and community stakeholders
- Represent Sipekne'katik in environmental and consultation-related discussions

- Ensure community members receive clear communication regarding environmental initiatives when appropriate

Leadership & Administrative Support

- Provide supervision and guidance to departmental staff and students
- Assist with policy development and standard operating procedures
- Support funding applications and project budget tracking
- Perform additional duties as required

Qualifications and Experience/Skills:

Education

- Master's degree in Marine Biology, Marine Management, Environmental Science, or a related field

Experience

- Minimum 3–5 years of experience conducting marine or environmental analysis
- Experience working with First Nations in Atlantic Canada
- Experience engaging with Federal, Provincial, and Industry partners regarding Aboriginal and Treaty Rights
- Experience in project management and scientific research

Knowledge, Skills & Abilities

- Knowledge of environmental and conservation issues impacting First Nations
- Understanding of Aboriginal and Treaty Rights
- Experience with Duty to Consult processes
- Knowledge of federal, provincial, and municipal permitting processes
- Experience with environmental data analysis and modeling
- Impact Assessment experience considered an asset
- Experience with grant applications and funding reporting considered an asset
- Strong communication and relationship-building skills
- Strong organizational and project management abilities
- Proficiency in Microsoft Office Suite

Additional Requirements

- Valid driver's license and reliable transportation may be required
- Ability to travel for meetings, consultations, and fieldwork
- Experience working in a First Nations Community is preferred
- Successful completion of a Criminal Records Check required

Working Conditions

- Hybrid work environment
- Primarily office-based with some fieldwork required
- Occasional evening and weekend work may be required
- Travel within Nova Scotia may be required

Benefits:

This position comes with a variety of benefits including Sick, Personal and Vacation Leave, Health, Dental, Disability and Life Insurance, an Employee & Family Assistance Program and employer matched Pension Plan.

Please apply with a resume, cover letter and criminal records check to:

Human Resources Department

Email employmentapplication@sipeknekatik.ca

Mail/drop off: 522 Church Street, Indian Brook, NS B0N 2H0

We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. The Band will not assume any expenses related to any job application process, included but not limited to travel, relocation, and application development. Please note certain positions come with mandatory employee benefits.

Only those applicants who qualify for an interview will be contacted.

