

Environmental Manager Opportunity

Location

Negotiable

Position

We are seeking an Environmental Manager to lead our environmental team. You will play a key leadership role within our existing team of professionals. You are an inspiring, entrepreneurial and strategic leader with a passion for growing our business. You are an effective manager and mentor who thrives in a dynamic sector and are interested in overseeing your team take on challenging projects.

Ideal Candidate

- » Recognized professional designation in an environmental or natural resource discipline. Candidates eligible for registration will be considered
- » Proven track record of growing business and securing projects in the following areas: biology, environmental assessment, construction and stewardship
- » Excels at building great relationships with clients and leading people
- » Experience managing a range of projects in various sectors
- » Possesses strong leadership, interpersonal and communication skills
- » Contributing as a member of a multi-disciplinary team

Company Profile

Strategic Natural Resource Consultants is a highly regarded natural resource consulting firm in BC. We employ an innovative and resourceful model of problem solving that can be seen in our technical expertise, project management and planning.

Our personnel are industry leaders in resource and land management, professional forestry, construction support services, environmental science, geomatics, and remote site project development.

We pride ourselves on maintaining a **safe, respectful** and **fun** work environment that promotes values such as teamwork, partnerships, professional accountability, adaptation and work/life balance. You are an enthusiastic learner who thrives and excels in a team environment. Your dedication to workplace health & safety and possessing a positive attitude are critical to your role with our team.

You can expect a competitive salary package, including; comprehensive health benefits, company profit sharing, annual safety incentive & RRSP contributions.

Please refer to attached role description for more details.



Applications will be accepted until June 25th, 2017.

Please apply with confidence by forwarding your resume and cover letter by e-mail (as an attachment in PDF or MS Word format with "Environmental Manager Application" in the e-mail subject line) to employment@snrc.ca.

We would like to thank all applicants for their interest; however, only those considered for an interview will be contacted. For more information regarding this opportunity, please e-mail above address.

Snapshot: How SNRC views the Business Line Manager role:

The Business Line Manager directs and leads with “big picture” perspective. YOU steer the business line with clarity, decisiveness, and strategy. YOU serve as the voice of upper management for the business line, and champion SNRC’s values, ethics, and strategic goals. YOU are accountable, tactical, and forward-thinking.

Role Summary: Business Line Manager
Area

Overview	The Business Line Manager’s role is to develop and oversee implementation of the operational plan for the business line, to ensure effective operations and alignment with Strategic’s business plans and organizational goals. This involves setting time, cost and quality parameters, and planning resources, purchasing, and supportive activities for multiple projects and initiatives that are often multi-faceted, and span more than one business line. The Business Line Manager is also heavily involved in business development activities.
Scope of Responsibility	The Business Line Manager establishes the direction of the business line, typically looks ahead a year or more, and is involved in monthly, quarterly and yearly planning activities. The business line manager is responsible for key decisions regarding business line operations, and any significant changes or purchasing.
Leadership	The Business Line Manager provides leadership through oversight of the business line’s operations and staff, including: succession planning, overseeing performance management, communicating down Strategic’s goals, values and performance expectations, and is responsible for performance outcomes of the business line.
Contacts	The Business Line Manager liaises and collaborates with clients, employees, managers, upper management, community members, designated project managers, and stakeholders, both within and outside of the business line, with a significant focus on relationship building and business development.
Sample of Functional Responsibilities	Liaising with clients and soliciting new clients for business development purposes, overseeing budgets, communicating with Program Managers and Designated Project Managers on status of projects/operations/initiatives, managing employee relations issues, communicating with COO on business line deliverables.
Leadership	
Scope	Ongoing oversight of the business line, to ensure effective operations, and “big picture” leadership goals and vision are communicated, understood, and facilitated within the team for overall team effectiveness; specific leadership focus is on fostering teamwork, establishing focus, and providing motivational support. The Business Line Manager is responsible for monitoring performance outcomes, succession planning, and educating team members, Program Managers and Team Leads on Strategic’s vision and goals, and how their role and objectives fit within this framework.
Team Effectiveness	Develops and implements initiatives and practices such that the team is effective: unified, efficient, and successful in achieving the desired performance outcomes; utilizes knowledge of various team effectiveness strategies and methodologies, as well as applies related Leadership competencies to achieve goals.
Supervision	Provides direction, support, mentorship and guidance to Program Manager and Team Leads as needed to ensure clarity, provide guidance on relevant issues, and address knowledge gaps or misalignment. Focus is on managing outcomes of team as a whole, succession planning, and communicating down culture and policy directives from upper management, to ensure team is in alignment with Strategic's values, ethics and goals. Projects often span business lines and require leadership, management and mentorship of staff within multiple project teams, in collaboration with other managers.

Performance Management	Oversees Performance Management within the business line, to ensure it is completed as per Strategic's model and timelines, including: ensuring appropriate performance and behaviour expectations are set, professional development is facilitated, succession planning is implemented, "big picture" goals align with performance management practices and are communicated down to employees. May be involved in disciplinary action and employee relations issues.
Collaboration	Collaborates and communicates with Program Manager, Team Leads, Managing Partners, COO, other managers and stakeholders on an ongoing basis regarding health of team culture and any relevant employee relations issues, with a focus on team building.
Training	Allocates learning and development budget within the business line, in collaboration with Program Managers. Oversees implementation of training of business line employees from internal or external parties if training gaps are identified, or if new initiatives are being introduced. Oversees business line operations such that all employees are effectively trained for performance and safety compliance.
Maintenance	Oversees leadership action within business line to ensure all employee needs are addressed such that outcomes are met, and participates in succession planning. Involvement in recruitment and HR activities.
Operations Planning	
Business Line Ops Plan	Develops Business Line Operations Plan, and steers implementation of the annual operational plan for the business line based on big-picture, long-term goals and defined directives.
Daily Operations	Oversees and directs operations to ensure they are in alignment with, and on-track for achieving deliverables of, the annual operations plan; makes go/no go decisions; develops yearly operational plans in response to performance vs. objectives; identifies opportunities for increased efficiency, effectiveness, or re-alignment Directs operations such as to ensure delivery of services based on best practices, as well as relevant Forestry and Resource Legislation and Standards, as well as per client's specifications.
Project Management	As requested, takes on the role of Designated Project Manager or Sponsor for specific projects; in any of these roles, acts in accordance to Strategic's Project Management framework and practices. As a Designated Project Manager, is accountable for the outcome and success of projects managed; collaborates with various teams and business lines to effectively resource and coordinate projects. *Please see the supplemental material regarding Project Management at Strategic.
Resourcing	Determines scope and budgets for resourcing numerous concurrent initiatives within business line; liaises with Program Managers and oversees operations to ensure deliverables are met; allocates and make decisions on additional resources or budgets required.
Innovation	Provides approval and directives for changes or innovation within business line; oversees implementation.
Business Development	Continually works towards building opportunities for new business opportunities and contracts for business line, as well as organization as a whole, utilizing an entrepreneurial approach, industry knowledge and technical expertise; brings suggestions forward to COO for consideration; collaborates with other internal and external parties on planning, roll-out and implementation of new ventures and/or proposals.
Stakeholder Relationship Mgmt.	
Working Relationships	Builds and maintains effective working relationships with all levels of stakeholders, staff, clients, upper management, designated project managers, Business Line Manager's from other lines, community members; finds common purpose to focus on and work towards. In all communication with internal and external stakeholders, positively promotes Strategic's values, standards, and reputation.

Managing Expectations	Clearly articulates and clarifies expectations in stakeholder relationships such that initiatives can be completed successfully, to the desired quality standards, with minimal room for misalignment or risk to the organization. Develops, uses, and implements Project Charters and Project Management Plans, and principles therein. Takes pro-active measures to ensure and establish alignment in stakeholder relationships and expectations.
Customer Service Orientation	Applies an “outstanding customer service” approach in all client interactions and communications. Communicates with clients on an ongoing basis such as status of projects, updates, timelines, and any other issues requiring attention.
Community Engagement	Maintains positive relationships with all current clients, as well as pro-actively seeks and pursues new clients and professional relationships for the purpose of furthering the business line and organization's success; establishes positive rapport, focuses on mutual goals and alignment, and builds Strategic’s reputation within the industry and community.
Financial Mgmt. & Reporting	
Profitability & Performance	Continually monitors and analyzes business line profitability and performance based on set targets, while also delivering on other objectives; collaborates with Program Managers and Team Leads to ensure continued profitability and address any challenges to achieving outcomes.
Resource Management	Ensure the business line is adequately resourced and maintains a high proportion of billable work for department, personnel and technological resources; allocates additional resources as required.
Budgets	Accurately prepares and manages budgets for several concurrent and interdependent business line initiatives, including timely and accurate monitoring and reporting on variances (actual and foreseen/anticipated) to COO. Pro-actively anticipates and follows up on discrepancies in projected/actual cost to minimize risk and address challenges before the impact becomes significant.
Reporting	Meets monthly with COO to report on financials of various business line initiatives, to ensure business line is on track for achieving financial targets. Reports performance and other significant business line data at the right time, to the right stakeholders, using appropriate and clear methods, to ensure they are able to make informed decisions.
Data Gathering & Analysis	Collects reliable and valid data on an ongoing basis, for analysis of key performance indicators and results, such that trends can be identified and analyzed to assist in decision making and business case development.
Reports to: Chief Operating Officer	