



JOB POSTING

Impact Assessment Specialist

The Organization:

A.E.W. LP was formed in 2017 by Nlaka'pamux Nation Tribal Council member communities to carry out “on the ground” work related to archaeology, the environment and wildlife protection. This work has been made necessary by activities of others within the Nlaka'pamux homeland including transportation, mining, forestry, oil and gas, and utilities projects. The Nlaka'pamux Nation Tribal Council is not opposed to development within our homeland, but developments and activities must be consistent with Nlaka'pamux title and rights.

Interested in viewing more information on AEW LP? Please visit our website at www.aewlp.ca or our LinkedIn <https://www.linkedin.com/company/aew-limited-partnership/>

Why Work with Us?

A.E.W. LP is guided by a commitment to uphold Nlaka'pamux rights and environmental integrity. You will directly contribute to projects that respect and reinforce Nlaka'pamux values.

We foster a supportive team environment where all voices are valued, and knowledge sharing is encouraged. We offer flexible work arrangements, including opportunities to work from home, and a strong emphasis on maintaining a healthy work-life balance with competitive compensation:

- Annual salary range of \$100,000 – \$130,000
- Matching Group Retirement Pension (1%–6%)
- Extended Health and Dental Benefits
- Minimum of 3 weeks paid vacation

The Role:

A.E.W. Limited Partnership (A.E.W. LP) is seeking a full-time Impact Assessment Specialist based in Kamloops, BC or the Lower Mainland. This position is remote to semi-remote, depending on the successful candidate's preference.

Reporting to the Impact Assessment and Reclamation Manager, the Impact Assessment Specialist will support and lead environmental, socio-economic, health, and cultural impact assessments related to major development projects within the Nlaka'pamux homeland. The successful candidate will provide regulatory guidance, coordinate multidisciplinary project teams, contribute technical expertise, and support Indigenous-led assessment processes.

The role will also support soil, terrain, vegetation, reclamation, and closure-related assessments associated with mining, infrastructure, energy, and land development projects, including baseline characterization, mitigation planning, monitoring, and equivalent land capability considerations.



- Support and contribute to soil, terrain, vegetation, reclamation, and ecosystem assessments associated with major projects.
- Assist in the development and review of reclamation and closure strategies, including progressive reclamation and equivalent land capability objectives.
- Support baseline environmental programs including soil characterization, terrain stability assessments, vegetation inventories.
- Contribute to the development of reclamation monitoring frameworks, performance indicators, adaptive management strategies, and post-construction or post-closure monitoring programs
- Monitor regulatory compliance for approved projects within the NNTC homeland.
- Participate in the negotiation, coordination, and development of environmental, socio-economic, health, and cultural assessment requirements, standards, and agreements with project proponents and communities.
- Support Indigenous-led impact assessments and assist proponents in engaging with First Nation, Métis, and Inuit governments and organizations.
- Facilitate communication and collaboration between proponents, communities, and regulatory authorities.
- Develop and contribute to both discipline-specific and integrated sections of impact assessment reports.
- Ensure the use of robust, defensible, and scientifically sound methodologies throughout assessment processes.
- Conduct research and maintain current awareness of relevant technical, scientific, and regulatory information related to impact assessment and environmental sciences.
- Research and contribute to the development of innovative methodologies for environmental, socio-economic, health, and cultural assessments.
- Provide regulatory guidance to clients and project teams throughout the project lifecycle, from planning and engagement through post-assessment compliance.
- Coordinate effectively among clients, multidisciplinary teams, and regulatory agencies to support efficient project delivery.
- Mentor team members and support the development of technical and consulting skills within the organization.
- Contribute to the planning and delivery of federal, provincial, and territorial impact assessments, including project scoping, methodology development, drafting, editing, and review of technical documentation.
- Coordinate and operationalize project workplans in collaboration with multidisciplinary teams to ensure technical work is completed in accordance with Nlaka'pamux laws, policies, plans, and standards.
- Lead assigned project teams in identifying environmental, socio-economic, health, and cultural effects of projects, including the development of mitigation measures.

Requirements:

- Degree in Environmental Science Biology, Ecology, Soil Science, Reclamation, Agronomy or related field



- Possession of or eligibility for a professional designation (e.g., R.P.Bio., P.Eng., P.Geo., P.Ag.). Preference for a P.Ag. with soil/terrain or reclamation experience.
- Experience supporting projects and environmental impact assessments, with knowledge in mining permits and applications and provincial legislation such as the BC Environmental Assessment Act, Environmental Management Act, Mines Act and Water Sustainability Act
- Experience with reclamation planning, soil and terrain assessments, vegetation or ecosystem monitoring, or mine closure planning is considered an asset.
- 4-8 years of related experience

What makes you exceptional:

- Strong understanding of environmental assessment, reclamation, and land stewardship principles within Indigenous territories.
- Experience working on multidisciplinary mining, infrastructure, energy, or land development projects.
- Knowledge of soil, terrain, vegetation, reclamation, and ecosystem restoration practices.
- Ability to integrate Indigenous knowledge, land use objectives, and western science into assessment and reclamation planning.
- Strong technical writing, project coordination, and regulatory interpretation skills.
- Ability to communicate effectively with communities, proponents, regulators, and technical specialists.
- Experience coordinating field programs and interpreting environmental monitoring data.
- Strong organizational skills with the ability to manage multiple priorities and deliverables.
- Commitment to collaborative, respectful, and culturally informed project delivery.
- Interest in mentoring and supporting team development within a growing Indigenous-owned environmental consulting organization.
- Ability to lead assigned project teams in identifying environmental, socio-economic, health, and cultural effects of projects, including the development of mitigation measures.

Submit your cover letter and resume to garchie@aeulp.ca or in person at 1212 McGill Road, Kamloops, BC. The deadline for applications is open until filled. *We thank all applicants in advance. Please self-identify, as preference will be given to Nlaka'pamux*

