



Environmental
Sciences Group

Royal Military
College of
Canada

P.O. Box 17000
Stn. Forces

Kingston,
Ontario

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About the Environmental Sciences Group

The Environmental Sciences Group (ESG) is actively seeking environmental scientists or environmental/chemical engineer to join the current 40+ member multidisciplinary team based at the Royal Military College of Canada in Kingston, Ontario, Canada.

ESG is part of the Chemistry and Chemical Engineering Department located at the Royal Military College of Canada. ESG is a unique research group providing support to federal government agencies on a cost-recovery basis, focused on developing practical solutions to environmental problems through a combination of mission-oriented projects and cutting-edge research in the area of environmental science.

ESG provides specialized scientific expertise in the fields of environmental site assessment, monitoring and remediation, with particular expertise in remote settings, emerging contaminants, monitoring program design, risk assessment, guidance development, and scientific outreach activities, particularly involving Indigenous peoples.

ESG offers flexible working hours, through an at-home or in-office approach. The position involves short field work programs mostly during the summer and fall, with desk work and report writing for the balance of the year for a wide array of technical and research-based projects. ESG is committed to the development and application of environmental research to create sustainable solutions for the protection of human and ecological health, and we are seeking individuals with a keen interest in the environmental field to join our dynamic and collaborative group.

Title:

Scientific Specialist (Junior or Intermediate)

Length of Term:

Full-time 37.5 h/week

(Term Position until March 31, 2026, with option to renew annual contract)

Employment for this position is provided by Calian through a publicly awarded contract to the Royal Military College of Canada.

Key Responsibilities:

As a member of ESG's technical team you will be responsible for:

- Designing and implementing a variety of environmental projects including, but not limited to, environmental site assessment, monitoring well installation and sampling, soil and groundwater sampling, sediment and surface water



sampling, environmental management for Species at Risk and invasive alien species, surveying or risk assessment programs.

- Adhering to established health and safety protocols.
- Carrying out office/desktop duties such as data management, planning activities, post-field activities and other general tasks.
- Conducting fieldwork at remote sites in accordance with industry best practices; this requires travel within Canada and extended stays between 1 to 2 weeks.
- Analyzing and interpreting field and technical data, and authoring technical reports and presentation materials ensuring data quality standards are maintained.
- Attending virtual or in person meetings with sponsors and stakeholders; may require some business travel within Canada.
- Other related duties consistent with the position.

Qualifications:

The ideal candidate will possess the following qualifications and skills:

Required:

- Completed post-secondary studies (BSc or MSc) related to biology, chemistry, environmental science, geology, toxicology/ecotoxicology, engineering or other relevant discipline; or equivalent combination of education and experience.
- Approximately 1-3 years of related work experience with a good understanding in areas of environmental science and biology such as terrestrial and/or aquatic ecology, environmental management for Species at Risk and invasive alien species, ecotoxicology, contaminated sites investigations, and environmental monitoring.

Key Skills:

- Proficiency in Microsoft Excel and Word; proficiency in other Microsoft Office applications and relational database software preferred.
- Strong written and verbal communication skills, including the ability to write polished and professional technical reports.
- Ability to prioritize, organize, and perform multiple work assignments simultaneously; competent in managing overlapping deadlines.
- Ability to effectively and efficiently problem solve, tackle new assignments and multi—task in a detail-oriented environment.
- Work in diverse team environments.
- Possession of or eligibility to obtain required Security Clearance.

Assets:

- Experience conducting Phase I and II environmental site assessments, biological surveys, risk assessment or environmental monitoring programs.
- Experience in collecting and interpreting environmental monitoring and/or field ecology data.



- Knowledge of federal and provincial environmental quality guidelines and practices is an asset.
- Knowledge of federal and provincial Species at Risk legislation and recovery strategies and/or best management practices for invasive alien species management is an asset.
- Understanding of and or/experience with field procedures such as sampling for environmental media (e.g., water, soil), as well as biological survey techniques and taxa identification.
- French language skills (written and/or verbal)