



OPPORTUNITY PROFILE

Environmental Assessment Manager

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EarthFirst Canada Inc.
Environmental Assessment Manager

THE COMPANY

EarthFirst Canada Inc. is a leading developer of renewable wind energy, with a diversified platform of construction-ready and development-stage projects across Canada totalling over 2,500 MW in potential capacity. EarthFirst's management team has extensive experience in financing, developing, constructing and operating windpower projects. Wind energy has evolved from an emerging source of energy to become a significant energy resource in many countries. Wind energy is a pollution-free, infinitely sustainable form of energy that is available everywhere, and is the largest potential energy resource in most countries.

EarthFirst's vision is to be a premier independent developer, builder, owner and operator of renewable energy projects in Canada. The Corporation is focused on growth in renewable power generation, strong governance, operational excellence, environmental stewardship and generating attractive returns for shareholders

For more information about the organization and its management team, please visit their website at www.earthfirstcanada.com.

THE POSITION

Environmental Assessment Manager (EAM)

Reporting Relationship & Scope:

Reporting to the Vice President – Windpower Development, the successful candidate will assume responsibility for the management of the environmental permitting process of large-scale wind energy projects across Canada. With initial involvement during the project development phase, the Environmental Assessment Manager will work closely with all project stakeholders including the senior management team, owner's development partners, relevant municipal, provincial and federal governmental bodies, third-party consultants, land owners and local community stakeholders to oversee the municipal, provincial, and federal environmental permitting process. Special consideration is given to the full participation of First Nations throughout the permitting process, and the development, assessment and direction of key strategies to deal with issues raised by First Nations.

The ultimate goal of the EAM's work will be to ensure full, timely municipal, provincial, and federal permission to construct various wind energy projects.

In carrying out his/her responsibilities, the EAM will utilize open and honest communication with all stakeholders involved in the permitting process and will work closely with both internal and external stakeholders to ensure that the permitting process is completed addressing each stakeholder's requirements. Excellent interpersonal and communication skills (written and verbal), and leadership abilities along with a strong team orientation are therefore essential.

The position will be located in Calgary, but will require travel to the relevant municipal and/or provincial jurisdiction of the company's wind energy development sites across Canada.

Key Duties & Responsibilities:

- Conducting an initial review under the relevant provincial and federal Environmental Assessment Acts, and municipal by-laws, of the permitting requirements for a wind energy project;
- Identifying project-specific potential economic, social and environmental impacts;
- Selecting environmental consultants with the relevant skills and experience for the analytical requirements of the permitting process;
- Managing relations with local landowners/leaseholders;
- Providing sound advice, reasoned recommendations, and project updates to senior management on permitting issues;
- Negotiating arrangements with government agencies and stakeholders for the implementation and monitoring of mitigation and compensation strategies agreed upon during the permitting process; and,
- Organizing, negotiating (where necessary) and managing meaningful First Nations and public consultation by proactively planning for and ensuring implementation of effective consultation programs.

Essential Skill Requirements:

- Planning project permitting processes to ensure anticipation of evolving needs, changing stakeholder conditions, construction and operational implications, and budgetary realities;
- Organizing process requirements to ensure all factors are included and the permitting process is completed within tightly set timeframes;
- Managing relationships and negotiating solutions with project stakeholders;
- Directing the efforts and controlling the cost of consultants in the conduct of their contribution to the environmental assessment process;
- Controlling the collection and flow of information, public involvement, and proponent/stakeholder interaction, to ensure that the permitting process is conducted with accuracy and completeness in an efficient and effective manner;
- Analyzing complex and sensitive project review data and information, problems and issues to develop effective, innovative solutions or mitigation strategies;
- Evaluating permitting analyses to develop conclusions and recommend solutions;
- Negotiating agreements, contracts and mitigation strategies; and,
- Public speaking during facilitation of pre-application meetings, stakeholder meetings and public consultation sessions.

EDUCATION AND EXPERIENCE

The successful candidate will be a university graduate in Environmental Science or a related discipline, or will have an equivalent combination of education, training and experience. In addition to work experience in a related field, candidates will have a minimum of 2 years of 'hands-on' experience in the environmental permitting of energy or other infrastructure developments.

More specifically, the candidate's experience would ideally include:

- Management of multiple projects under pressure and within critical timeline and budgetary constraints;
- Building and maintaining strategic working relationships with colleagues, clients and outside agencies and stakeholders;
- Developing, organizing, and facilitating multi-party/stakeholder consultation processes;
- Working with First Nations and/or knowledge of First Nations issues and interests;
- Working with potentially contentious stakeholder audiences;
- Experience in chairing multi-party and public informational meetings.

PRIME SKILLS AND ATTRIBUTES

Leadership Skills – Ability to create and sustain shared commitment to key issues pertinent to EarthFirst Canada. Will be a strong team player with the ability to work comfortably with all staff. Sets clear personal standards for quality of work, avoiding inefficiency wherever possible.

Interpersonal and Communication Skills – Has an open, honest and consistent approach to working with others. Ability to communicate effectively at all levels, both informally and formally. Is an active listener and has excellent presentation and public speaking skills. Seeks out and values others inputs and expertise when appropriate. Has a strong ability to build rapport with key external constituents and decision influencers.

Personal Management Skills – Demonstrates self-confidence and interpersonal flexibility, perseverance and integrity. Establishes and monitors achievement of performance measures as a basis of effective management. Applies rules or procedures flexibly to accomplish broader objectives.

Politically Astute – Has the necessary understanding of political and environmental culture and how differing forces will provide challenges to a demanding decision making process. Presents facts clearly and logically to support an argument. Personally resolves constituent's problems and gives prompt advice. Will act with a strong sense of cultural sensitivity.

Multi-task Oriented – Ability to change gears quickly. Manage heavy workloads and tight deadlines, analyze and assess and make appropriate recommendations both internally and externally.

Committed to Personal Excellence – Will possess a strong entrepreneurial flair. Continuously seeks to stay current and be at the leading edge in their field. Understands organizational challenges and is a “progressive idea person” committed to excellence and innovation in the workplace. Self-motivated and encourages others to achieve personal excellence.

Team Player – Ability to work in a multi-disciplinary, high-energy, fast-paced, and pressured environment. Has an honest, open and consistent approach to working with others with excellent interpersonal skills.

Technically Competent – Seeks to stay current and be at the leading edge of his/her field. Is known to be a highly proficient problem-solver. Will have a strong understanding of the permitting practices in the jurisdictions EarthFirst operates in.

Solutions Orientation – Seeks to develop solutions to meet today's and tomorrow's business issues and challenges.

COMPENSATION

This key position offers competitive compensation and a comprehensive benefits package. Other specifics will be reviewed in a personal interview.

FOR FURTHER INFORMATION CONTACT:

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