

Terrestrial Ecologist

Location: Multiple positions are available with flexible work arrangements, including hybrid opportunities within the Greater Toronto Area (GTA) and remote-based roles supporting projects across Ontario.

Salary Range: \$70,000–\$85,000

Application Deadline: October 5, 2026 – *Apply early! We're reviewing applications as they come in.*

About LGL Limited

Founded in 1971, LGL Limited is an employee-owned environmental research and consulting firm with a reputation for scientific excellence. We work with government, Indigenous communities, industry, and NGOs to solve complex environmental challenges. Our work spans Canada, the US, and beyond—and we're proud to help shape sustainable solutions through applied ecological science.

Are you a passionate biologist looking to grow your career through meaningful ecological projects and applied environmental research across Canada? LGL Limited is seeking an Intermediate Terrestrial Ecologist to contribute to a diverse range of studies, participate in field programs, support project delivery, and work alongside a team of experienced scientists dedicated to advancing environmental understanding and stewardship.

About the Role – Join a Team Where Science Meets Innovation

Reporting to the Management Team in Ontario, Terrestrial Ecologists play a key role in supporting ecological consulting services for a range of private and public sector clients across Ontario.

The successful candidate will bring strong terrestrial field skills, regulatory knowledge, a broad understanding of natural heritage systems and the ability to deliver high-quality ecological work in a consulting environment.

As a Terrestrial Ecologist, you'll work as part of multidisciplinary teams supporting environmental assessments, natural heritage studies and the planning, design and construction of transportation, infrastructure, and development projects. Your work will include a mix of field investigations, data analysis, impact assessment, technical reporting and collaboration with clients, project teams, and regulatory agencies.

What You Will Do

- Plan and conduct terrestrial ecology field investigations focused on vegetation and plant communities, wetlands, wildlife and wildlife habitat, and Species at Risk (SAR), using appropriate seasonal timing and recognized survey protocols.
- Complete vegetation community classification, mapping, and botanical inventories using Ontario's Ecological Land Classification (ELC) system.
- Conduct and support wetland identification, delineation, functional assessment and evaluation, including application of the Ontario Wetland Evaluation System (OWES), where applicable.
- Complete natural heritage background reviews, screening, and impact assessments to identify ecological features, constraints, significance, and potential project effects, and develop practical avoidance, mitigation, restoration, compensation, habitat enhancement, and monitoring measures.

- Interpret field data, mapping, aerial imagery, GIS information, engineering drawings, and design plans, and prepare clear, defensible natural heritage and terrestrial ecology reports, existing conditions assessments, impact assessments, technical memoranda, and supporting environmental assessment documentation.
- Provide ecological input to project design and collaborate with planners, engineers, arborists, aquatic ecologists, clients, project teams, and regulatory agencies.
- Support environmental permitting, approvals and consultation with municipalities, conservation authorities, Ministry of the Environment, Conservation and Parks (MECP), Ministry of Natural Resources (MNR), and other regulatory agencies.
- Provide terrestrial ecology support during construction, including environmental inspections, mitigation monitoring, SAR habitat protection, and restoration monitoring.
- Coordinate field programs and provide technical guidance and mentorship to junior staff.

The list of duties and responsibilities described above is not intended to be all-inclusive and may be expanded/modified from time to time as required by the organization's needs.

What You Will Bring

Education and Experience:

- A university degree in botany, plant ecology, ecology, biology, environmental science, natural resource management, or a related discipline; a graduate degree is considered an asset.
- A minimum of 5 years of relevant professional experience in terrestrial ecology, natural heritage assessment, or environmental consulting.
- Strong professional experience in botanical inventories, vegetation community assessment, and identification of Ontario vascular plants, including provincially or regionally significant flora across southern and central Ontario ecosystems.
- Experience applying Ontario's ELC system, vegetation community mapping, wetland identification, delineation, and functional assessment; formal ELC training is strongly preferred, and OWES training or certification is considered a strong asset.
- Experience conducting multidisciplinary terrestrial field programs, including wildlife, wildlife habitat, and SAR assessments.
- Experience completing natural heritage impact assessments and preparing technical reports or environmental assessment documentation for transportation, infrastructure, or land development projects.
- Experience working on Ontario projects subject to provincial and municipal natural heritage policies and regulatory requirements.
- Experience with Ministry of Transportation Ontario (MTO), Metrolinx, municipal infrastructure, or other major transportation projects is considered an asset.
- A professional designation—or eligibility for designation—such as P.Biol., R.P.Bio. or equivalent is considered an asset.

Knowledge, Skills, and Abilities:

- Strong knowledge of plant ecology, vegetation communities, wetlands, and terrestrial ecosystem function, including relationships among vegetation, soils, hydrology, and wildlife habitat.
- Broad wildlife identification and survey skills, including wildlife habitat and SAR identification, habitat assessment, and survey requirements, with experience in one or more areas such as breeding birds, amphibians, bats, reptiles, or other wildlife groups.

- Working knowledge of significant wildlife habitat, natural heritage features, and relevant federal, provincial, and municipal environmental legislation, policies, standards, guidance, and regulatory requirements in Ontario.
- Strong field organization and data-management skills, including experience with GPS/mobile data collection and GIS-based field mapping.
- Strong communication, collaboration, and technical-guidance skills, with the ability to work effectively with multidisciplinary project teams, junior staff, clients, contractors, and regulatory agencies.
- Ability and willingness to undertake fieldwork in variable terrain, weather, and seasonal conditions and to manage multiple field programs and project priorities.

What We Offer

- Competitive salary with potential for profit-sharing and ownership.
- Extended health benefits and disability coverage.
- RRSP contributions.
- Progressive vacation policy and support for professional certifications.
- Safe, inclusive, and respectful workplace where your voice matters.

Application Information

If this opportunity with an established, Canada-wide environmental research and consulting firm appeals to you, [please submit your resume and cover letter today!](#)

Questions or need accommodations? Contact us at daniel@engagedhr.com. We thank all those who apply but only those applicants who are selected for an interview will be contacted.

We look forward to hearing from you!

Our recruitment process relies on human review. We do not use artificial intelligence (AI) tools to screen, select, nor assess candidates.