

Intermediate Fisheries Biologist

Location: This is a hybrid position that will be required to work from one of LGL's Ontario offices in the Greater Toronto Area (GTA).

Salary Range: \$70,000–\$85,000

Application Deadline: Monday, October 26, 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.

Join a Team Where Science Meets Innovation

Are you a seasoned biologist ready to lead meaningful ecological projects and shape the future of environmental research in Canada? LGL Limited is looking for an **Intermediate Biologist** to contribute to dynamic fieldwork, deliver high-quality technical work, and support collaborative project teams.

About the Role

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

The successful candidate will bring a combination of strong field skills, regulatory knowledge, and the ability to deliver high-quality work in a consulting environment.

What You Will Do

- Plan and conduct field projects focused on fish and aquatic ecosystems.
- Coordinate field teams and logistics for exciting fieldwork and provide technical guidance to staff.
- Support the development of proposals, build client relationships, and contribute to business growth.
- Interpret field data, mapping, aerial imagery, GIS information, engineering drawings and design plans, and prepare clear, defensible biology reports, existing conditions assessments, impact assessments, technical memoranda, and supporting environmental assessment documentation.
- Support environmental permitting, approvals and consultation with municipalities, conversation authorities, and other regulatory agencies.
- Mentor junior staff and foster a collaborative, high-performance team.
- Analyze data, prepare reports, and ensure projects meet provincial and federal guidelines.
- The work is a combination of desk and field based work; and may involve remote field work or client meetings.

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 Bring

Education and Experience

- Post-secondary education in fisheries biology, aquatic ecology, or a related field.
- A minimum of 5 years of experience in environmental consulting.
- 5+ years managing fisheries and aquatic projects.
- A professional designation – or eligibility for designation – such as P.Biol., R.P.Bio., or equivalent is considered an asset.
- Recognized certifications, including MTO/DFO/MECP fisheries protocol training and MTO RAQS registration (or eligibility) as a Fisheries Assessment Specialist are strong assets.
- Additional credentials such as electrofishing certification, fish and mussel identification training, and relevant health and safety certifications (e.g., First Aid, WHMIS) are strong assets.
- Demonstrated ability to contribute effectively to multidisciplinary teams, support scope, schedule, and budget management, and deliver high-quality work on infrastructure, municipal, and resource sector projects.

Knowledge, Skills, and Abilities

- Strong working knowledge of Ontario and federal regulatory frameworks, including the *Fisheries Act*, *Species at Risk Act* (SARA), and *Species Conservation Act*.
- Demonstrated experience securing permits/authorizations and supporting Environmental Assessments (Class EA and Transit Project Assessment Process [TPAP], conservation authority permits), including agency coordination and negotiation of mitigation and compensation measures.
- Understanding of freshwater fish communities and aquatic habitats in Ontario (and Eastern Canada an asset), including cold, cool, and warm water systems and species at risk.
- Experience in habitat assessment, impact assessment, monitoring, and habitat restoration/compensation design.
- Demonstrated experience leading field programs, including work in remote and logistically complex environments.
- Comfortable working in rugged field conditions and overseeing data collection programs using a range of methods and equipment.
- Strong written and verbal communication skills, with experience preparing clear, defensible technical reports and working directly with clients, regulators, and Indigenous communities, including incorporation of Traditional Ecological Knowledge where appropriate.

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.

Employment Opportunity



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.