



# IEG

Integral Ecology Group  
iegconsulting.com

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<b>POSITION TITLE:</b>	Data Analyst / Soil Scientist
<b>POSITION TYPE:</b>	Full time
<b>COMPENSATION:</b>	Commensurate with experience and education

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## Company Background

Integral Ecology Group (IEG) is a small company committed to improving the ecological, cultural, and social wellbeing of people and the planet. We are a group of skilled and experienced professionals who work across a variety of technical disciplines at the interface between humans and their environments. We apply innovative solutions and support for effective land-use management, culture and ecosystem assessment, reclamation, assessment and management of cumulative effects, and environmental governance. IEG believes that with energy, determination, creativity, and commitment, we can make a positive difference in our communities.

In our ecological work, we provide consulting services in the fields of reclamation research, monitoring and planning, reclamation and ecological modelling, ecological classification, and rare-plant surveys. The successful candidate will be part of the reclamation team and be encouraged to broaden their skill set through diverse research across the company and with collaborators. IEG has offices in Duncan and Victoria, British Columbia, although the majority of employees work remotely. Project-specific information can be found at our website - [www.integralecologygroup.com](http://www.integralecologygroup.com).

IEG is an employee-owned company, and prides itself on a “gold-standard” of employee satisfaction. Benefits include extended health, RRSP-matching, profit sharing, performance bonuses, paid phone-plan, funded parental leave and flexible working conditions.

## Position Description

The position primarily entails soil-focussed ecological assessments of reclaimed and natural areas. Though significant learning can happen on the job, the applicant is expected to arrive with fluency in R and have the ability to independently work on data analysis tasks pertaining to soil-water modelling. Experience in functional programming in R (e.g., writing and debugging functions and packages) is a valuable asset, as is experience conducting soil surveys.

An example of the type of work successful candidates would be involved in can be found at [https://trevor-baker.github.io/QEA/QEA\\_TRCR\\_final.pdf](https://trevor-baker.github.io/QEA/QEA_TRCR_final.pdf) and the related app at <https://qea.iegsoil.com>.

## Qualifications

- Completion of a B.Sc. or M.Sc. in Soil Science, Hydrology, Data Science or related disciplines

### **Required Skills**

The successful candidate should demonstrate:

- Excellent R-programming skills, preferably with experience writing and debugging functions and packages
- Knowledge and interest in soil science
- Familiarity with Python is an asset

AND

- Proficiency with technical writing and clear presentation of data;
- The technical ability to integrate, interpret, and analyze multiple datasets;
- The ability to write concise summaries of data and integrate with broader reclamation survey results;
- Strong attention to detail;
- Proficiency in Excel;
- Sound data management skills; and
- The ability to travel and carry out physically demanding field research in semi-remote, challenging terrain.

The successful candidate will also:

- Be hardworking, fun, flexible, organized, and a self-starter with a positive attitude;
- Demonstrate the ability to work with minimal supervision and as a team player;
- Be willing and able to balance multiple project requirements while achieving high levels of technical excellence; and
- Have career goals that align with IEG's work and have enthusiasm for personal and professional development.

### **To Apply**

Please attach a curriculum vitae, names and contact information for three professional references, and a cover letter detailing qualifications and research interests to [jobs@iegconsulting.com](mailto:jobs@iegconsulting.com). Please ensure that the job title, "Data Analyst / Soil Scientist", is noted in the subject line of the email. Please do not contact us by phone.

Applications will be reviewed as received with a start date as soon as possible. This job posting will remain open until a suitable candidate is found.

As a company that continues to serve and support Indigenous communities across Canada, we encourage applications from First Nation, Métis and Inuit candidates and all others who are interested in the position. Applications will be reviewed as received. We thank all applicants for their interest; however, only individuals selected for an interview will be contacted.