



Compass is hiring!

Compass is looking for people to support our team in an exciting range of upcoming projects. We currently have a position available for a qualified mid-level candidate. Please review the qualifications and job responsibilities below and check out our website – www.compassrm.com. If Compass looks like a good fit for you, send your CV and a cover letter to admin@compassrm.com by **July 15 2022**.

Compass values the diversity of the people we hire and serve. This means we foster a workplace where differences are appreciated and respected and each person's talents and strengths are nurtured and developed. In keeping with these values, we encourage applications from individuals who will contribute unique perspectives.

About Compass

Compass Resource Management Ltd. is a team of professional decision analysts, facilitators, and planners specializing in environmental planning and policy and natural resource management. Clients, typically government agencies, come to us because they know we lead successful decision processes in situations that are technically complex, involve multiple parties with different interests, and require tough trade-offs to be made. Our projects span a diversity of areas including land and water management; fish, wildlife and species at risk; co-management and co-governance; climate risks and adaptation; and community services and infrastructure such as public transportation and waste management.

Basic qualifications

- professional experience and/or education in resource and environmental management, engineering or infrastructure planning, or public policy
- quantitative analysis skills and/or ability to draw meaning from technical analysis
- strong people skills and experience or interest in group facilitation
- great critical thinking and problem structuring skills
- excellent research, writing and communication skills
- an ability to provide impartial services and/or leadership on decisions that involve difficult environmental, economic, and social trade-offs
- an ability to both step back and see the big picture and dive into the details
- ability to work as part of a team and to take the initiative on self-directed tasks
- an innate curiosity and desire to learn
- a passion for improving the quality of public decision making.

Additional qualifications (useful but not required)

- specialized expertise in facilitation and/or conflict resolution
- specialized experience in, or geeky passion for, decision science and risk analysis methods
- quantitative (e.g., ecological, economic, statistical, etc.) modelling skills
- experience working with Indigenous communities, particularly with facilitating meetings and workshops in an Indigenous and cross-cultural context

- an understanding of Canadian and/or US environmental institutional and policy contexts
- an understanding of the Indigenous context for planning, co-governance and shared decision making in BC and under UNDRIP
- project management skills in a consulting environment
- a graduate degree in a related field.

Responsibilities and duties

As a new Compass employee, you will work as part of a team and be exposed to a large variety of projects and sectors. Our projects span a diversity of areas including land and water management; fish, wildlife and species at risk; co-management and co-governance; climate risks and adaptation; and community services and infrastructure such as public transportation and waste management. Many of our projects involve the complementary use of science and Indigenous knowledge, the application of Indigenous culture and laws, and are designed to support co-governance, shared decision making and reconciliation.

Some typical tasks are listed below. You may lead some of these tasks in accordance with your experience and abilities, but you will have a supervising mentor and the support of senior members of the Compass team.

- Completing training and background reading in decision analysis, including our internal Structured Decision Making course materials;
- Developing and using decision support tools and models to support multi-stakeholder deliberations;
- Designing and facilitating collaborative planning and decision making processes, based on the principles of Structured Decision Making;
- Working with subject matter experts to structure or interpret scientific and/or quantitative analysis for use in a decision process;
- Interviewing stakeholders, managers, regulators, Indigenous organizations and technical experts to clarify key issues and objectives;
- Using relevant analytical and deliberative tools to clarify key uncertainties and trade-offs;
- Coordinating the work of discipline specialists and managing overall project schedules and timelines;
- Planning and supporting technical or multi-party meetings, including preparing agendas, pre-reading, presentations, and meeting notes;
- Research and report writing;
- Business development activities such as proposal writing;
- Contributing to the development of company training resources, business systems, decision support tools and on-line presence.

Terms of Employment:

- Salary will be commensurate with skills and experience
- Occasional travel in Canada and the US is likely required
- We'd prefer to hire someone living in (or willing to move to) Vancouver; however, we're open to persuasion.