



K'en T'em

JOB POSTING

Environmental Services Manager

JOB TITLE: Environmental Services Manager
REPORTS TO: Natural Resources Manager
TERM: Full-Time, Permanent
PAY SCALE: Starting at \$70,000-\$90,000 annually
START DATE: As soon as a suitable candidate is found
CLOSING DATE: October 10th, 2025



K'en T'em Limited Partnership (KTLP) is a for-profit corporation committed to providing the Nlaka'pamux people of the eight Cixw Nlaka'pamux Assembly (CNA) Participating Bands with the resources that will help them efficiently create, manage and operate business opportunities. We are leaders at putting cross-cultural values at the forefront of our business while prioritizing simple, efficient, integrative solutions that meet the unique needs of our clients.

K'en T'em is seeking an Environmental Services Manager. The Environmental Services Manager leads and oversees the planning, implementation, and management of environmental programs and operations. Ensuring compliance with environmental regulations, managing a team of professionals, and driving initiatives that promote sustainability and environmental stewardship. This role is critical in balancing regulatory requirements, company goals, and community interests to protect and enhance the natural environment.

Primary Duties

- Oversee the planning, implementation, and management of environmental programs and services,
- Ensure compliance with environmental regulations, permits, and company policies,
- Lead a team of environmental professionals and technicians, providing guidance, training, and support,
- Develop and manage budgets, resources, and schedules for environmental projects and operations,
- Monitor environmental performance metrics and prepare reports for internal leadership and regulatory bodies,
- Collaborate with internal departments, external agencies, contractors, and community stakeholders,
- Identify and mitigate environmental risks, ensuring workplace health and safety standards are met,
- Drive continuous improvement initiatives to enhance sustainability and environmental stewardship, and
- Other ad hoc duties as assigned by the Natural Resources Manager.

Experience and Requirements

- Post-secondary education in Environmental Science, Environmental Engineering, Natural Resource Management, or a related field,
- 2 years of experience in environmental services,
- 2 years in a supervisory or management role,
- Experience working with environmental regulatory agencies and compliance reporting,
- Proven track record managing multiple projects simultaneously within budget and deadlines,
- Familiarity with Indigenous environmental governance and community engagement is a plus,
- Professional certifications (e.g., Qualified Environmental Professional (QEP)) are assets.
- Completion of a Criminal background check is required, and
- A valid BC Class 5 driver's license.

Knowledge, Skills and Abilities

- Willingness to learn and respect cultural values and protocols while recognizing and respecting cultural diversity,
- Proficient in Microsoft Office. Ability to navigate virtual meeting software with ease,
- Thorough understanding of environmental laws, regulations, and compliance requirements,
- Knowledge of environmental management systems and sustainability frameworks,
- Familiarity with waste management, water quality, air quality, and soil remediation principles,
- Understanding of health, safety, and environmental policies and best practices,
- Knowledge of budgeting, financial management, and project management methodologies,
- Strong leadership and team management skills to effectively guide and motivate staff,
- Excellent communication and interpersonal skills to work with diverse stakeholders,
- Proficiency in project planning, execution, and reporting,
- Ability to analyze complex environmental data and translate findings into actionable plans,
- Problem-solving and risk management abilities,
- Skilled in negotiation and conflict resolution,
- Competent in using project management and environmental software tools, and
- Ability to develop and deliver training and presentations.

**We will provide training and professional development to support the right candidate.
We believe in growth and curiosity. If you have some of these qualities and believe you
would be of value to our organization, then we want to hear from you!**



Please submit your cover letter and resume to:

Attn: K'en T'em Human Resources

Email: HR@kentem.ca

Application - Environmental Services Manger

In Person: 2025 Granite Ave, Merritt BC

Mail: PO Box 618, Merritt, BC V1K 1B8

Fax: 250-378-2910

We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted. Your application to this posting is deemed to be your consent to the collection, use and necessary disclosure of personal information for the purposes of recruitment. K'en T'em respects the privacy of all applicants and the confidentiality of personal information.