

Careers in Environmental Professional Services

Current Job Trends
and Future Growth

Environmental Sub-Sector
Profiling Series



ECO CANADA

About the Environmental Sub-Sector Profiling Series

ECO Canada's new research series explores the top job opportunities in **different environmental sub-sectors**

In each study, researchers analyze **environmental job ads** in a growing online database, including **400,000+ general job listings** (as of June 2013)

Discover the [full series](#) in our free library of labour market reports

About the Study

From March - December 2012, ECO Canada collected **9,118** environmental job ads online:

- “Environmental” jobs = **environmental protection, resource conservation** or **environmental sustainability**
- **54%** of the job vacancies were for the same careers in **Environmental Professional Services**
- **63%** of these jobs involved work in **Sustainability** and **Health & Safety**

Overview

This study explored the demand, requirements and defining characteristics of Canada's top environmental careers:



Environmental Professional Services

Where are the jobs and what are the careers?

[Environmental Technicians and Technologists >>](#)

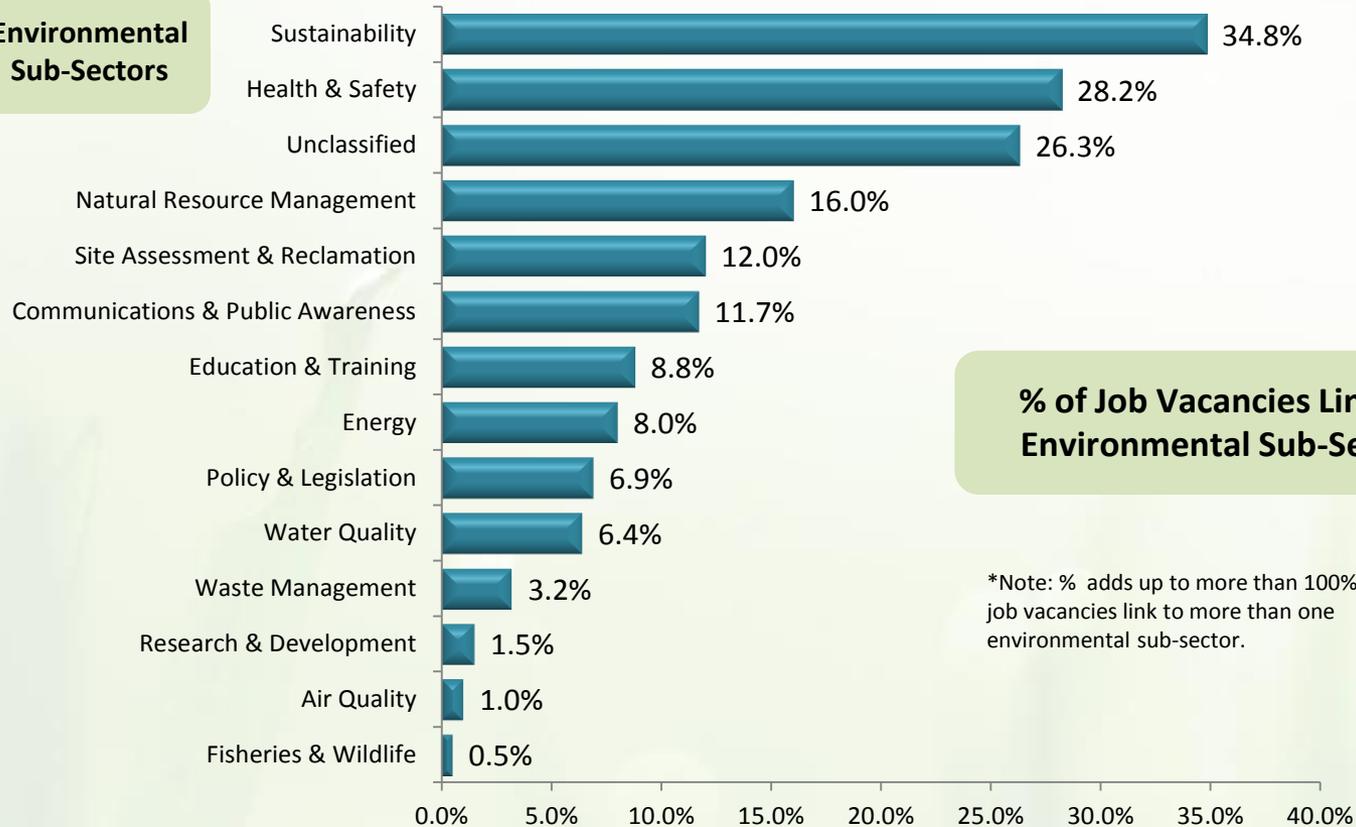
[Environmental Project Managers >>](#)

[Environmental Coordinators >>](#)

[Environmental Engineers >>](#)

Where Are the Jobs?

Environmental Sub-Sectors



% of Job Vacancies Linked to Environmental Sub-Sectors*

*Note: % adds up to more than 100%, since many job vacancies link to more than one environmental sub-sector.

What Are the Careers?

Environmental Professional Services (EPS):

“A distinct category of environmental careers that are in **high-demand** across **multiple environmental sectors**.”

4 EPS Careers are in especially strong demand:



Environmental
Technicians and
Technologists
(**1,156 vacancies**)



Environmental
Project Managers
(**1,098 vacancies**)



Environmental
Coordinators
(**969 vacancies**)



Environmental
Engineers
(**921 vacancies**)



**Environmental
Technicians and
Technologists**
Career Insights

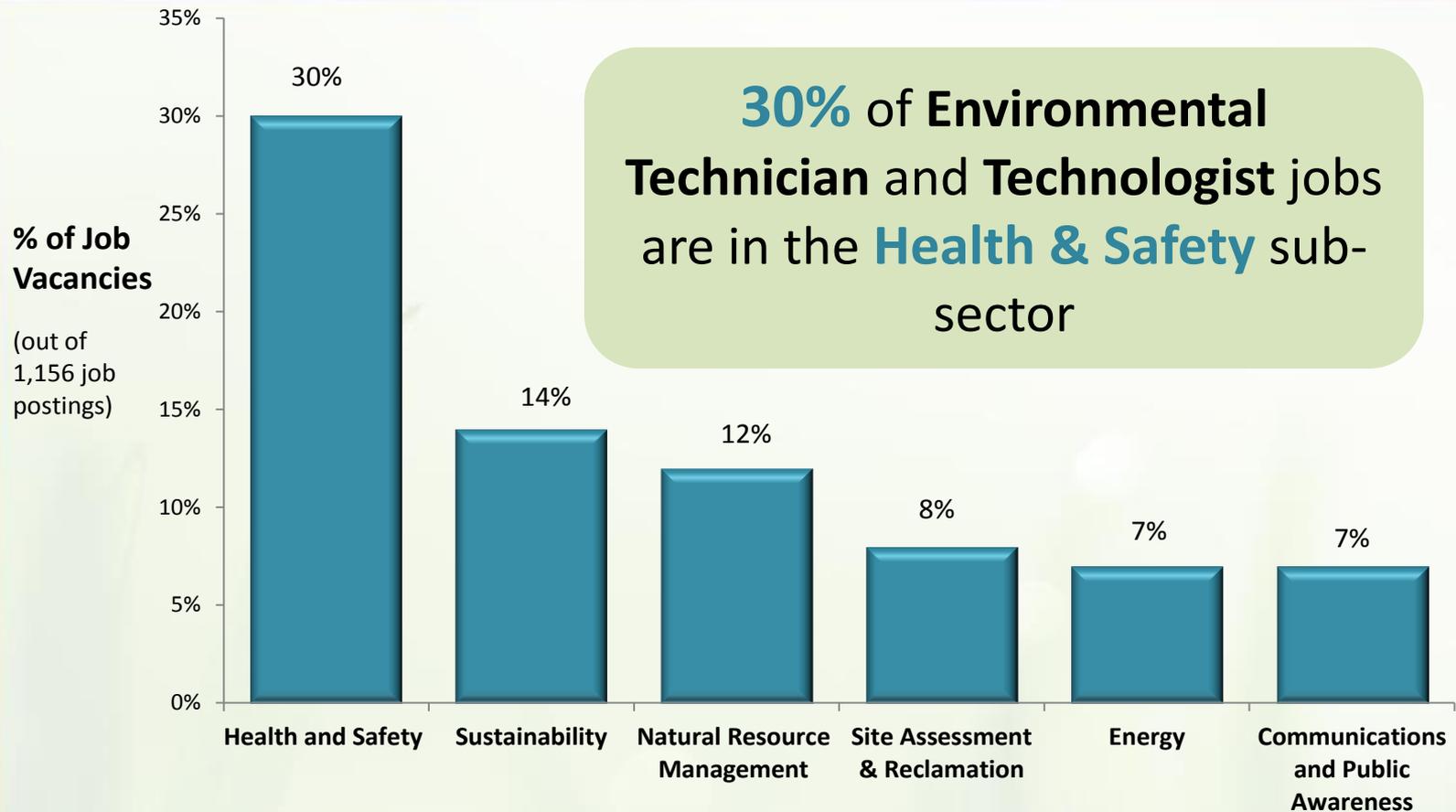
Career Insights

Thinking about a career as an **Environmental Technician or Technologist**? Consider that:

- ✓ Most job titles reflect **technical aspects of the work** (e.g. “Mechanical Technologist” or “Laboratory Technician”)
- ✓ Compared to other environmental careers, this path has one of the highest proportions of jobs that require **< a Bachelor’s degree**

Ideal Candidates  New and transitioning professionals who want to **quickly launch their environmental career**

Top Sub-Sectors to Find Jobs



What Are the Career Options?

These 3 career paths offer the most job opportunities for Environmental Technicians and Technologists:



Green Building,
Construction & Urban
Design
Technicians/Technologists



Industrial
Technicians/Technologists



Health & Safety
Technicians/Technologists

Green Building, Construction & Urban Design Technicians/Technologists

What Do They Do?

Design, construct and maintain built environments.

Top Employer Industries

| | | | | |
|---|------------------------|----------------------|--|-----------------------------------|
| Highway, Street and Bridge Construction | Architectural Services | Engineering Services | Administrative Management and General Management Consulting Services | Environmental Consulting Services |
|---|------------------------|----------------------|--|-----------------------------------|

Education

Required Skills*

No college or university
(6% of job posts)

Natural Resources Planning & Management
(51% of job posts)

Environmental Business, Technology & Product Development
(29% of job posts)

Some college or university
(28% of job posts)

Site Assessment
(19% of job posts)

Water Quality Management
(18% of job posts)

Bachelor's degree
(65% of job posts)

Environmental Communications & Public Awareness
(14% of job posts)

Above a Bachelor's degree
(1% of job posts)

*Total does not equal 100%, since more than one skill may be required for a job listing.

Industrial Technicians/Technologists

What Do They Do?

Perform environmental protection activities and implement greener manufacturing processes.

Top Employer Industries

Engineering Services

Manufacturing

Environmental Consulting Services

Education

Required Skills*

No college or university
(6% of job posts)

Environmental Sampling & Analytical
Work
(76% of job posts)

Environmental Health & Safety
(69% of job posts)

Some college or university
(36% of job posts)

Environmental Education & Training
(41% of job posts)

Environmental Business, Technology &
Product Development
(38% of job posts)

Bachelor's degree
(58% of job posts)

*Total does not equal 100%, since more than one skill may be required for a job listing.

Above a Bachelor's degree
(no job posts)

Health & Safety Technicians/Technologists

What Do They Do?

Coordinate environmental health and safety activities and/or handle hazardous materials.

Top Employer Industries

Engineering Services

Environmental Consulting
Services

Miscellaneous Chemical
Product Manufacturing

Electric Power Distribution

Education

Required Skills*

No college or university
(11% of job posts)

Environmental Health & Safety
(58% of job posts)

Environmental Sampling & Analytical Work
(49% of job posts)

Some college or university
(38% of job posts)

Natural Resources Planning &
Management
(32% of job posts)

Environmental Business, Technology &
Product Development
(30% of job posts)

Bachelor's degree
(50% of job posts)

Environmental Education & Training
(30% of job posts)

Above a Bachelor's degree
(1% of job posts)

*Total does not equal 100%, since more than one skill may be required for a job listing.



**Environmental
Project Managers
Career Insights**

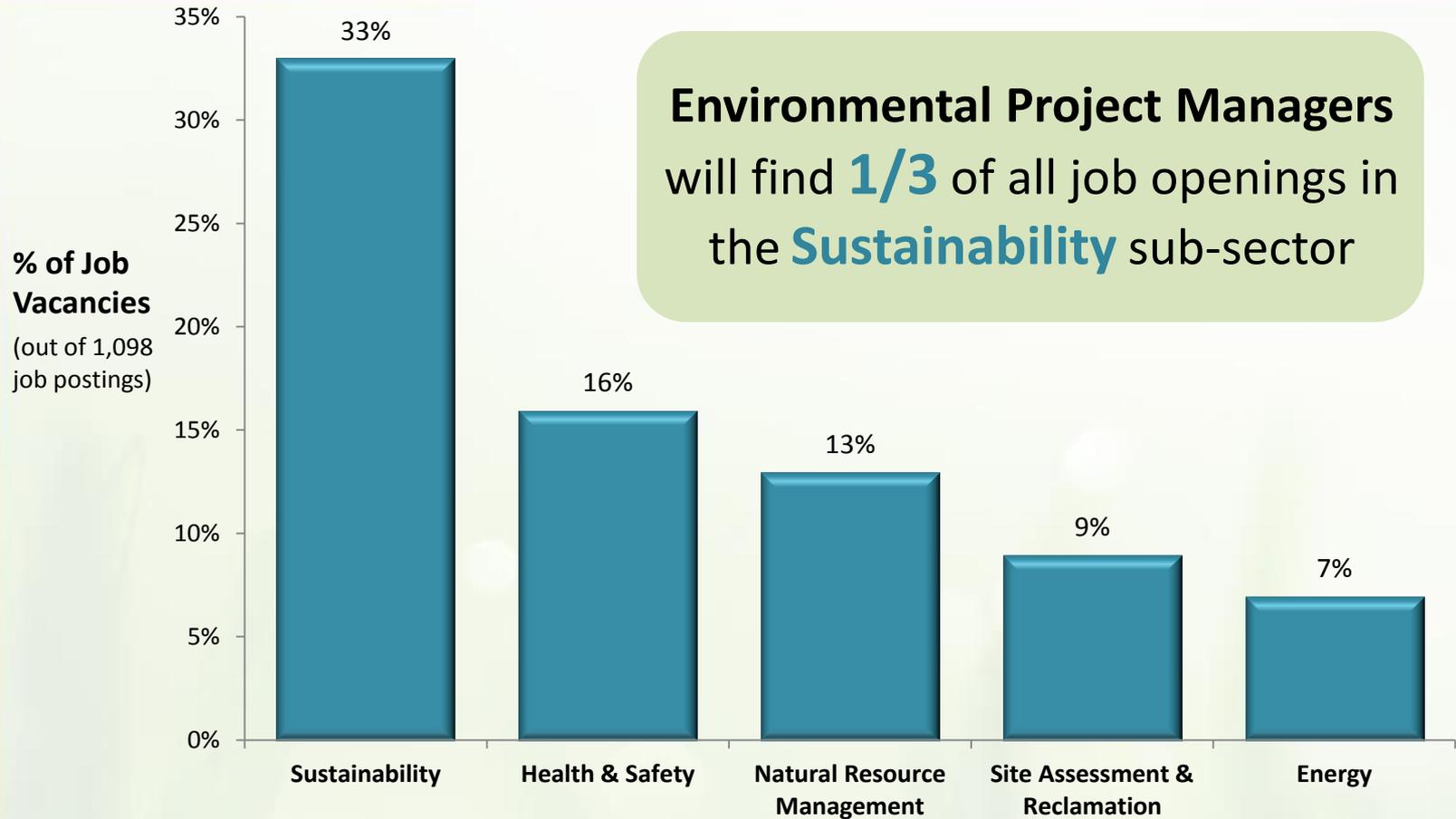
Career Insights

If being an **Environmental Project Manager** sounds like your dream career, you should know that:

- ✓ **Over 88%** of job listings require a Bachelor's degree or higher
- ✓ Staff management skills matter – **at least 70%** of Environmental Project Manager job ads also request management experience

Ideal Candidates ➡ Experienced professionals with great **leadership skills** and a desire for **continual professional advancement**

Top Sub-Sectors to Find Jobs



Environmental Project Managers will find **1/3** of all job openings in the **Sustainability** sub-sector

What Are the Career Options?

The majority of new **Environmental Project Manager** jobs are in these 3 career paths:



Environmental Consulting
Project Managers



Green Construction &
Urban Design Project
Managers



Resource Extraction,
Energy & Manufacturing
Project Managers

Environmental Consulting Project Managers

What Do They Do?

Provide environmental protection services in waste management, site assessment, air quality, water quality, and other areas.

Top Employer Industries

| | | | |
|----------------------|--|------------------|---------------------------------|
| Engineering Services | Environmental Consulting Services | Waste Collection | Other Waste Management Services |
| Testing Laboratories | Administrative Management and General Management Consulting Services | | Public Administration |

Education

Required Skills*

| | | |
|---|--|---|
| No college or university (2% of job posts) | Corporate Environmental Program Planning & Implementation (76% of job posts) | Environmental Health & Safety (63% of job posts) |
| Some college or university (3% of job posts) | Regulatory & Enforcement (51% of job posts) | Natural Resources Planning & Management (50% of job posts) |
| Bachelor's degree (92% of job posts) | Site Assessment (34% of job posts) | |
| Above a Bachelor's degree (3% of job posts) | *Total does not equal 100%, since more than one skill may be required for a job listing. | |

Green Construction & Urban Design Project Managers

What Do They Do?

Lead activities in land or urban planning, infrastructure design, and construction.

Top Employer Industries

| | | | |
|--|-----------------------------------|--|---|
| Engineering Services | Environmental Consulting Services | Commercial and Institutional Building Construction | Highway, Street and Bridge Construction |
| Heavy and Civil Engineering Construction | Public Administration | Administrative Management and General Management Consulting Services | |

Education**

Required Skills*

| | | |
|--|--|--|
| No college or university (2% of job posts) | Natural Resources Planning & Management (47% of job posts) | Water Quality Management (29% of job posts) |
| Some college or university (11% of job posts) | Environmental Sampling & Analytical Work (24% of job posts) | Environmental Business, Technology & Product Development (22% of job posts) |
| Bachelor's degree (86% of job posts) | Environmental Communications & Public Awareness (22% of job posts) | |
| Above a Bachelor's degree (no job posts) | *Total does not equal 100%, since more than one skill may be required for a job listing. ** Total does not equal 100%, due to rounding. | |

Resource Extraction, Energy & Manufacturing Project Managers

What Do They Do?

Oversee environmental health and safety activities, as well as other environmental protection tasks.

Top Employer Industries

| | | | |
|---------------|---|--|-----------------------------|
| Salt Mining | Potash Mining | Services for Oil and Gas Extraction | Electric Power Distribution |
| Manufacturing | Oilseed and Grain Wholesaler Distributors | Industrial Machinery, Equipment, and Supplies Wholesalers and Distributors | |

Education

Required Skills*

| | | |
|---|--|---|
| No college or university (0% of job posts) | Environmental Health & Safety (48% of job posts) | Corporate Environmental Program Planning & Implementation (48% of job posts) |
| Some college or university (9% of job posts) | Natural Resources Planning & Management (43% of job posts) | Environmental Sampling & Analytical Work (30% of job posts) |
| Bachelor's degree (91% of job posts) | Environmental Business, Technology & Product Development (29% of job posts) | |
| Above a Bachelor's degree (no job posts) | *Total does not equal 100%, since more than one skill may be required for a job listing. | |



**Environmental
Coordinators
Career Insights**

Career Insights

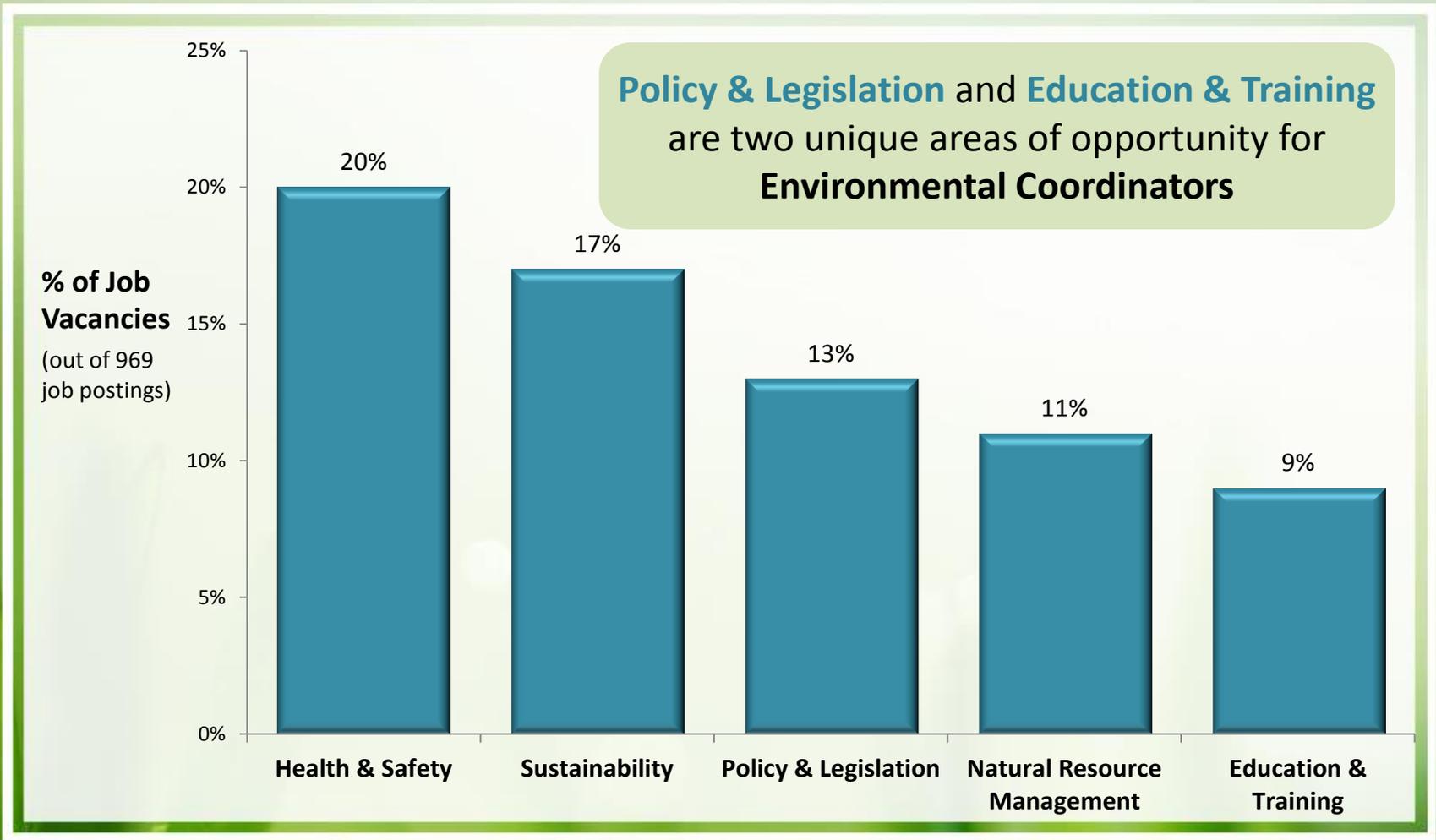
Make the most of great work opportunities for **Environmental and Program Coordinators** :

There are **2 distinct career streams**:

- 1) **Environmental Coordinators** who apply **many interrelated environmental skills** – 36% of Coordinator job ads
- 2) **Program Coordinators** who need **only a few environmental skills** – 64% of Coordinator job ads

Ideal Candidates  Multi-talented professionals who **hold diverse skills** and **enjoy working across multiple disciplines**

Top Sub-Sectors to Find Jobs



What Are the Career Options?

Environmental Coordinators will find the most job vacancies for work in these career paths:



Coordinators with Some
Environmental
Responsibilities



Environmental Health &
Safety Coordinators



Compliance Coordinators

Coordinators with Some Environmental Responsibilities

What Do They Do?

Perform diverse activities depending on their specific job title, from managing community relations to coordinating transportation programs.

Top Employer Sub-Sectors

Sustainability

Natural Resource Management

Policy & Legislation

Communications & Public Awareness

Education

Required Skills*

No college or university
(6% of job posts)

Natural Resources Planning & Management
(45% of job posts)

Environmental Education & Training
(34% of job posts)

Some college or university
(27% of job posts)

Environmental Health & Safety
(31% of job posts)

Environmental Business, Technology & Product Development
(30% of job posts)

Bachelor's degree
(66% of job posts)

Environmental Sampling & Analytical Work
(27% of job posts)

Above a Bachelor's degree
(1% of job posts)

*Total does not equal 100%, since more than one skill may be required for a job listing

Environmental Health & Safety Coordinators

What Do They Do?

Support environmental health and safety activities, with less of an emphasis on reporting for regulatory compliance.

Top Employer Industries

| | | | | | |
|--|------------------------------|----------------------|-----------------------------------|-----------------------------|---------------|
| Administrative Management and Management Consulting Services | Waste Treatment and Disposal | Engineering Services | Environmental Consulting Services | Electric Power Distribution | Manufacturing |
|--|------------------------------|----------------------|-----------------------------------|-----------------------------|---------------|

Education

Required Skills*

| | | |
|--|---|---|
| No college or university (22% of job posts) | Environmental Health & Safety (79% of job posts) | Regulatory & Enforcement (38% of job posts) |
| Some college or university (28% of job posts) | Environmental Business, Technology & Product Development (37% of job posts) | Natural Resources Planning & Management (36% of job posts) |
| Bachelor's degree (49% of job posts) | Environmental Education & Training (36% of job posts) | |
| Above a Bachelor's degree (1% of job posts) | *Total does not equal 100%, since more than one skill may be required for a job listing | |

Compliance Coordinators

What Do They Do?

Manage regulatory compliance for health and safety, as well as other environmental protection activities.

Top Employer Industries

| | | |
|--|----------------------|---|
| Administrative Management and General Management Consulting Services | Engineering Services | General Hospitals (excluding Pediatric Hospitals) |
| Freight Transportation Arrangement | Manufacturing | Oil and Gas Extraction |

| Education | Required Skills* | |
|--|---|--|
| No college or university (3% of job posts) | Environmental Health & Safety (74% of job posts) | Regulatory & Enforcement (72% of job posts) |
| Some college or university (24% of job posts) | Corporate Environmental Program Planning & Implementation (58% of job posts) | Environmental Education & Training (56% of job posts) |
| Bachelor's degree (65% of job posts) | Environmental Sampling & Analytical Work (54% of job posts) | |
| Above a Bachelor's degree (9% of job posts) | <p>*Total does not equal 100%, since more than one skill may be required for a job listing.</p> <p>** Total does not equal 100%, due to rounding.</p> | |



**Environmental
Engineers**
Career Insights

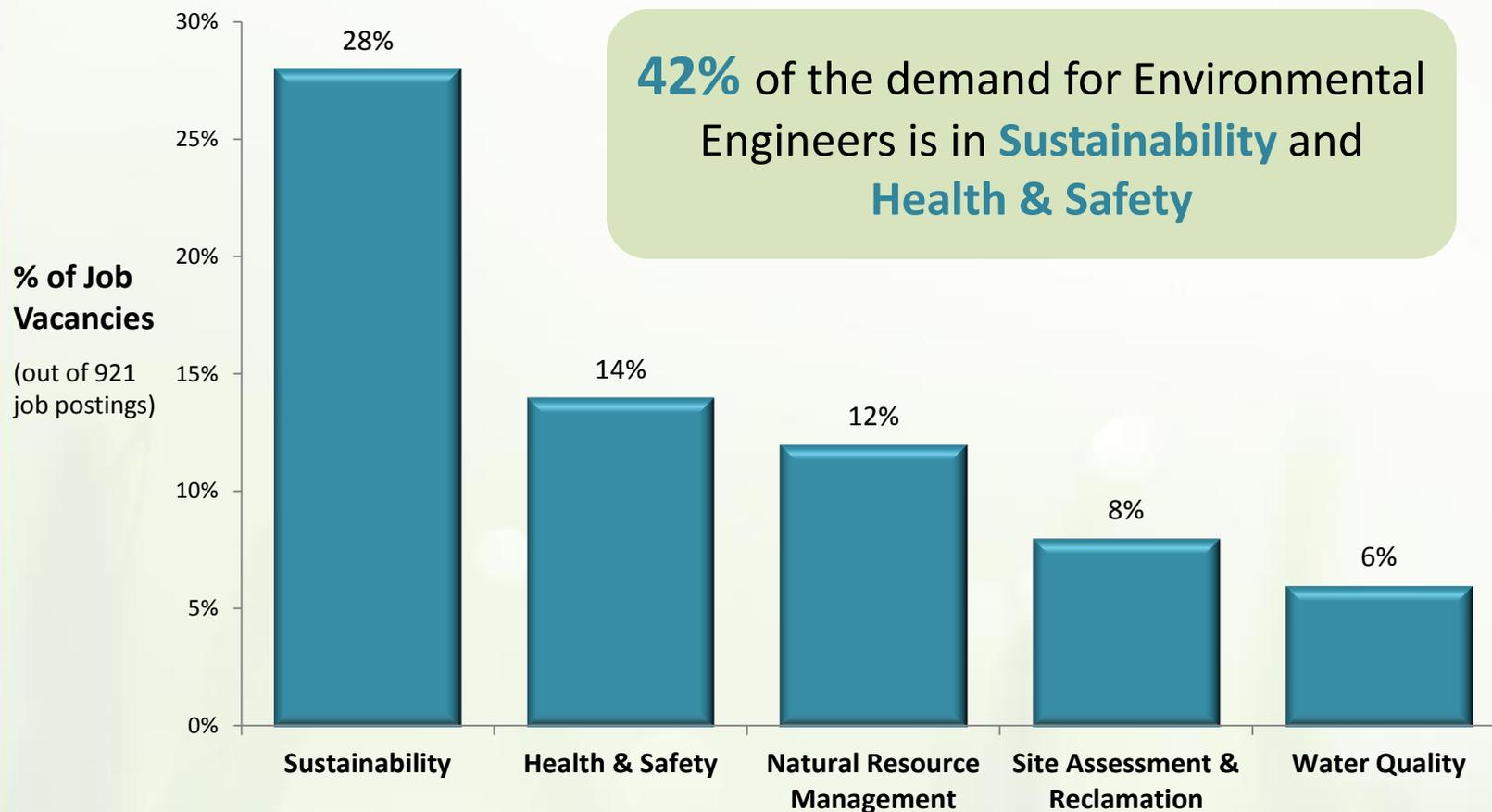
Career Insights

Prepare for a rewarding career as an **Environmental Engineer** with these insights:

- ✓ At least **1 in 4** job openings are for manager positions
- ✓ **98%** of new jobs also require a Bachelor's degree
- ✓ **Educational requirements** and **top employers** are the same across different career paths for Environmental Engineers

Ideal Candidates → Practitioners keen on developing **high levels of expertise** and **managing a team**

Top Sub-Sectors to Find Jobs



What Are the Career Options?

These 4 career paths offer a range of different options for Environmental Engineers:



Engineers in
Sustainability



Engineers in
Health & Safety



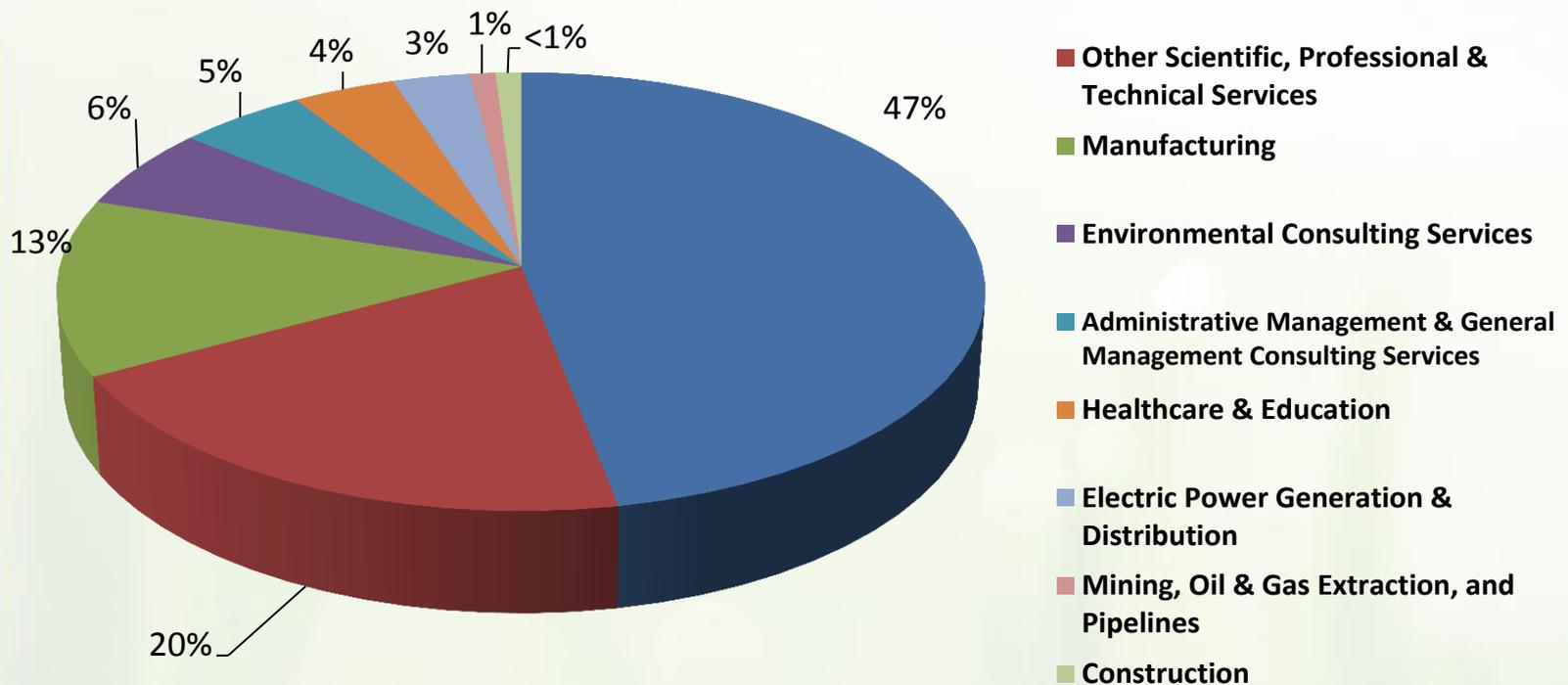
Engineers in
Natural Resource
Management



Engineers in
Site Assessment or
Water Quality

Top Employers

Over 70% of new Environmental Engineer jobs are with firms that provide specialized services



Skills for Environmental Engineers

Required Skills for Engineers in Sustainability*

| | | |
|---|---|---|
| Corporate Environmental Program Planning & Implementation (67% of job posts) | Natural Resources Planning & Management (51% of job posts) | Site Assessment (28% of job posts) |
| Environmental Sampling & Analytical Work (26% of job posts) | | Environmental Communications & Public Awareness (22% of job posts) |

Required Skills for Engineers in Health & Safety*

| | | |
|---|---|--|
| Environmental Health & Safety (60% of job posts) | Natural Resources Planning & Management (36% of job posts) | Environmental Business, Technology & Product Development (28% of job posts) |
| Water Quality Management (30% of job posts) | | Environmental Sampling & Analytical Work (28% of job posts) |

*Total does not equal 100%, since more than one skill may be required for a job listing

Skills for Environmental Engineers

Required Skills for Engineers in Natural Resource Management*

| | | |
|---|--|--|
| Natural Resources Planning & Management (82% of job posts) | Environmental Business, Technology & Product Development (34% of job posts) | Environmental Sampling & Analytical Work (25% of job posts) |
| Regulatory & Enforcement (22% of job posts) | | Water Quality Management (22% of job posts) |

Required Skills for Engineers in Site Assessment or Water Quality*

| | | |
|--|---------------------------------------|---|
| Water Quality Management (47% of job posts) | Site Assessment (47% of job posts) | Natural Resources Planning & Management (30% of job posts) |
| Environmental Sampling & Analytical Work (24% of job posts) | | Environmental Communications & Public Awareness (22% of job posts) |

*Total does not equal 100%, since more than one skill may be required for a job listing

Key Take-Away Points

- EPS careers are a major area of opportunity, representing the **most green job openings** across **all environmental sectors**
- Most EPS job listings require **high levels of education**
- **Management skills** are especially vital for careers as **Environmental Project Managers** and **Environmental Engineers**

Ready to Launch Your EPS Career?

Here's how to:

Get started

- Review the typical salaries, work activities, and fields of study for over 120 environmental careers.
- See our career profiles at: www.eco.ca/training/career-profiles

Build the right skills

- Develop the skills that matter most to employers with the ECO Academy, a new suite of targeted online courses.
- Learn more at: www.eco.ca/training

Get recognized

- Once you've got the skills – prove it. The Environmental Professional (EP) designation helps you market your expertise to environmental employers.
- Discover the benefits at: www.eco.ca/certification

A special thanks to RDA Global Inc. for conducting the research and analysis for this study.

Learn more about ECO Canada's ongoing labour market research at:

www.eco.ca/research



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