



**YYJ**

VICTORIA  
INTERNATIONAL  
AIRPORT

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**JOB POSTING**

**Environmental Officer**

**Competition No. #2026-07**

**Starting Hourly Rate: \$53.01 (after completion of 6-month probation: \$55.81)**

**Classification Band 7**

*Victoria International Airport (YYJ) is Vancouver Island’s gateway to the world, connecting more than 1.9 million passengers annually to key domestic and seasonal international destinations. Operated by the Victoria Airport Authority (VAA), a not-for-profit, non-share capital organization, YYJ plays a vital role in regional connectivity and economic growth. VAA operates from the homeland of the W̱SÁNEĆ people whose historical relationship to the land continues to this day.*

*YYJ has been recognized as one of BC’s Top Employers annually since 2020. It has also received the Airports Council International award for Best Regional Airport in North America in 2012, 2014, 2020 and 2024. Since April 1, 1997, the Victoria Airport Authority has managed and operated YYJ on behalf of the surrounding communities, delivering a safe, secure, sustainable, and efficient airport experience.*

**Career Opportunity:**

Are you passionate about sustainability, environmental stewardship, and creating meaningful impact in a complex operational environment? Victoria Airport Authority (VAA) is seeking a forward-thinking **Environmental Officer** to lead and advance the environmental and sustainability performance of Victoria International Airport (YYJ).

This role is ideal for an environmental professional who thrives in a dynamic, highly regulated environment where strategic planning meets hands-on operational work. The Environmental Officer leads the implementation of YYJ’s Sustainability Plan and oversees environmental compliance, carbon management, investigations, environmental planning, sustainability initiatives, and regulatory reporting. Working collaboratively with internal teams, tenants, contractors, government agencies, and Indigenous partners — including the W̱SÁNEĆ First Nations — the role helps ensure environmentally responsible airport operations and sustainable development.

Reporting to the Vice President, Planning and Infrastructure, the successful candidate will play a key role in shaping and advancing VAA’s environmental strategy, including carbon reduction initiatives, stewardship programs, environmental performance reporting, and staff engagement. This unionized position works a 37.5-hour work week during regular administrative office hours and offers a competitive compensation package, including comprehensive benefits and a defined benefit pension plan. If you are looking for an opportunity to make a lasting impact within an award-winning airport environment, we encourage you to apply.

**Requirements:**

The ideal candidate will have:

***Education & Experience:***

- A relevant post-secondary degree, or a combination of post-secondary education and training, in one of the following areas: Environmental Management, Environmental Science or related education.

- A minimum of five (5) years of progressive recent related experience working in a similarly complex, highly regulated environment, with preference given to candidates with at least two (2) years of relevant airport experience.
- Auditing experience is considered an asset.

***Preferred Qualifications:***

- Preference may be given to applicants holding a professional designation such as AAE, CRSP, R.P. Bio, P.Eng, P.Geo, P.Ag, or equivalent, in the areas of airport operations or environmental management.

***Knowledge of:***

- Knowledge of environmental industry best management practices and hazard identification related to airport and aircraft operations, including relevant environmental Codes of Practice, Guidelines and Acts.
- Knowledge of relevant federal and provincial environmental and health and safety legislation.
- Knowledge of federal environmental reporting frameworks and obligations, including Environment and Climate Change Canada (ECCC) reporting programs, Transport Canada lease attestation requirements, and emerging contaminant regulatory developments.
- Knowledge of WSÁNEĆ First Nations culture and values is considered an asset.
- Demonstrated experience preparing technical reports and regulatory submissions.
- Valid British Columbia Class 5 Driver's License.

***Skills and abilities:***

- Ability to read and interpret legislation, regulations, policies and procedures, and to research, investigate and synthesise pertinent information into clear, actionable guidance.
- Ability to evaluate technical data to assess compliance with applicable regulations and promote positive environmental and safety performance among airport tenants and staff.
- Ability to communicate effectively with internal and external stakeholders, both in writing and verbally, including the preparation of technical reports, committee updates and regulatory submissions.
- Ability to identify and clearly communicate environmental compliance non-conformances and risks, and to provide practical recommendations and corrective actions to project teams and senior leadership.
- Ability to exercise sound judgement, maintain tact and professionalism, and work effectively both independently and as a collaborative team member.
- Ability to supervise, direct and support staff, providing clear task guidance, constructive feedback and day-to-day people management in a unionised environment.
- Strong organisational and problem-solving skills, with the ability to manage competing priorities, meet deadlines and maintain a high degree of accuracy and attention to detail.
- Proficiency in relevant computer applications, with the ability to produce and manage a variety of technical documents, plans, reports and procedures.
- Must be legally authorized to work in Canada.

***Required Security Clearance:***

- Within six (6) months of hire the successful candidate must obtain and maintain the appropriate level of Airport Security Clearance (RAIC) as a condition of employment\*\*

VAA is part of the federally regulated air transportation sector and employees must abide by any potential future federally mandated health measures (e.g. COVID-19 vaccination/booster shots).

Please refer to the full list of Requirements and Duties as found in the job description on [VAA's website](#).

**VAA Values**

VAA has an incredibly bright future ahead and its success depends entirely on our team of very talented, dedicated staff.

We want to ensure VAA is an environment where our people thrive and is an organization where people are proud to work, where our culture is admired and where career aspirations are fulfilled. At VAA we're proud to be living our Values:

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<b>People</b>	We work as a team, supporting and respecting one another to bring out the best in each of us.
<b>Excellence</b>	We lead in safety, quality, and innovation to create exceptional experiences.
<b>Integrity</b>	We ensure that honesty, equity, and accountability are the cornerstones of everything we do.
<b>Community</b>	We foster meaningful relationships through service excellence and responsible stewardship.

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**Applications:**

Take your career to new heights – submit your application today!

Interested applicants may submit their Cover Letter and Resume quoting Competition #2026-07 by emailing Agilus Work Solutions by **4:00 pm, Sunday, June 28, 2026** at [arsenault@agilus.ca](mailto:arsenault@agilus.ca).

VAA is located on the homelands of the W̱SÁNEĆ People and as a result, qualified self-identified Indigenous applicants are encouraged to apply and may be given preference during the recruiting and selection process.

VAA values inclusion and accessibility and is committed to providing reasonable accommodation for applicants and employees with disabilities. If reasonable accommodation is needed to take part in the job application or interview process, please contact [humanresources@yyj.ca](mailto:humanresources@yyj.ca).

**Please ensure your application clearly identifies how you meet the education, experience, and knowledge requirements stated in the job description. Applicants must be legally entitled to work in Canada.**

**We sincerely appreciate the interest of all applicants; however, only those selected for further consideration will be contacted.**

*\*\* The Restricted Area Identification Card (RAIC) is a security pass issued by local airport authorities to all non-passengers working in the restricted areas of airports.*