



Solas Energy® Consulting is recruiting a **Project Lead, Environmental Permitting and Renewable Energy Development** to join our Canadian team immediately. This role blends project management, permitting strategy, regulatory coordination, and environmental development support. We are seeking someone who is passionate about getting the details right, loves learning, and is committed to sustainability.

This position is ideal for someone with 5 years or more of progressively responsible experience in environmental permitting, regulatory approvals, renewable energy development, or environmental consulting. Candidates should be structured, proactive, detail-oriented, client-focused, and comfortable working across technical, regulatory, commercial, and stakeholder-facing workstreams. The successful candidate takes pride in delivering meaningful advice to support client decision-making and is able to build and sustain long-term relationships with clients and subcontractors.

The successful candidate will lead day-to-day project delivery, translate project discussions into clear actions, manage multiple priorities, identify risks early, and maintain accountability across internal teams, clients, consultants, regulators, municipalities, Indigenous communities, landowners, and other stakeholders. Candidates with experience leading regulatory and permitting activities related to renewable energy project development are highly desirable, particularly experience in Alberta and Ontario. Experience supporting Indigenous engagement, consultation, and relationship-building activities is an asset. Strong project management skills are essential for this role. Experience with feasibility reports, due diligence, site selection and stakeholder engagement is also an asset. Excellent communication and writing skills are essential. PMP certification or eligibility is considered an asset. Occasional travel may be required. **Please see the job description for more details.**

Solas Energy is trusted to deliver timely advice so clients can make the best decisions possible for their projects. We have earned that trust by taking an innovative approach to our work, uncovering opportunities for strategic growth, and identifying solutions to complex project challenges through our collaborative, disciplined approach. As part of our growing Canadian team, you will have the opportunity to guide meaningful renewable energy projects that support Canada's transition to a low-carbon future. We offer a collaborative and flexible work environment where team members take on meaningful responsibilities and work directly with clients and industry leaders.

Location: Preferred location is Alberta. Candidates outside of Calgary must be able to work remotely from a home office. Solas Energy will consider candidates based in other parts of Canada.

Hours: This is a full-time position of 40 hours per week. Working hours are flexible, with the expectation that the individual is generally available between 9am and 4pm Mountain Time.

Compensation: To be determined based on experience. Expected salary range is \$80,000-\$90,000 annually (CAD). Solas Energy offers a flexible benefit plan including health insurance, flexible spending account, and RRSP matching contributions.

To apply, please send your cover letter and resume as one PDF document to careers@solasenergy.com. Please use the subject line: **Project Lead Application.**

In your cover letter, please include your preferred start date and working location.

Thank you for your interest in working with Solas Energy!
Applicants selected for an interview will be contacted as applications are received.

Job Description – Project Lead, Environmental Permitting and Renewable Energy Development

Purpose of Position

The Project Lead supports renewable energy development and project execution across wind, solar, battery energy storage, and related infrastructure projects. Reporting to the Vice President, Renewable Energy, the Project Lead manages assigned project workstreams with a strong focus on regulatory approvals, environmental permitting, stakeholder coordination, Indigenous engagement support, client communication, schedule management, budget tracking, and high-quality deliverables.

Accountabilities

Project Management and Delivery

- Lead day-to-day delivery of assigned renewable energy projects and workstreams, including client communication, schedule development, milestone tracking, budget monitoring, resource coordination, risk identification, and issue resolution.
- Manage internal and client project meetings, including agendas, meeting records, action items, decision logs, and follow-up with task owners.
- Maintain project controls, including schedules, action logs, risk registers, decision logs, budget trackers, and deliverable registers.
- Coordinate across Solas Energy team members, clients, consultants, subcontractors, utilities, regulators, Indigenous communities, municipalities, landowners, and other stakeholders. Follow up with task owners to confirm progress and remove blockers.
- Identify project risks, approval constraints, budget variances, resourcing issues, and schedule impacts early, and escalate recommended mitigation measures.

Environmental Permitting and Regulatory Approvals

- Lead or support permitting and regulatory approval strategies for renewable energy and related infrastructure projects.
- Prepare, coordinate, and oversee permit applications, regulatory filings, compliance documentation, technical studies, consultation records, and supporting submissions.
- Coordinate environmental studies and permitting inputs, which may include wildlife, wetlands, vegetation, species at risk, noise, visual, reclamation, land use, and cumulative effects considerations, depending on project type and jurisdiction.
- Develop and maintain permitting matrices, regulatory trackers, compliance and constraints registers, due diligence assessments, site selection inputs, and development planning materials.
- Monitor regulatory and permitting milestones to keep projects on schedule and identify risks that could affect approval pathways.
- Track environmental commitments, permit conditions, mitigation measures, and compliance obligations from development through pre-construction and, where applicable, construction support.
- Maintain current knowledge of renewable energy regulatory requirements, policy developments, and permitting expectations in Alberta and Ontario.

Client, Stakeholder, and Subcontractor Coordination

- Serve as a primary client contact for assigned projects and support clear, timely, and professional communication.
- Coordinate project activities with regulators, consultants, utilities, Indigenous communities, municipalities, landowners, and other interested parties.
- Support Indigenous engagement, consultation, and relationship-building activities associated with renewable energy and infrastructure projects.
- Manage project-related subcontractors, including scope coordination, schedule alignment, deliverable tracking, invoice review, and issue resolution.
- Maintain and develop client relationships on designated projects, monitor client feedback, and support strategies to improve client satisfaction.

Quality, Proposals, and Team Support

- Review subcontractor and consultant deliverables for completeness, consistency, technical quality, and alignment with client and regulatory requirements.
- Coordinate senior review, revisions, amendments, and quality assurance processes for project documentation.
- Prepare reports, presentations, technical memoranda, permitting summaries, meeting materials, and other project documentation.
- Support proposal development by contributing technical approach, scope assumptions, permitting strategy, level-of-effort estimates, schedules, and risk considerations.
- Mentor Renewable Energy Analysts and less experienced staff.
- Contribute to Solas Energy's sustainability goals and internal continuous improvement initiatives.

Authorities

- Operates with established authority for discretionary spending for staff, clients, office supplies, and travel expenses.
- Approves hours, expenses, and subcontractor invoices for client billing.
- Day-to-day coordination of primary development team members.
- Management of renewable energy subcontractors.

Qualifications

Knowledge and Technical Skills:

- Minimum 5 years of progressively responsible experience in environmental permitting, regulatory approvals, renewable energy development, environmental consulting, or a related field.
- Demonstrated experience supporting or leading permitting and regulatory approval processes for renewable energy, utility, infrastructure, or comparable development projects.
- Strong project management skills, including schedule management, budget tracking, prioritization, risk management, meeting facilitation, action tracking, and deliverable coordination.
- Working knowledge of wind, solar, battery energy storage systems, and related infrastructure development.
- Experience coordinating GIS files, mapping requests, spatial datasets, and geospatial deliverables for renewable energy development, environmental permitting, site selection, or regulatory submissions. Familiarity with shapefiles, constraints mapping, and GIS data review is considered an asset.
- Familiarity with Canadian regulatory and utility frameworks, with particular emphasis on Alberta and/or Ontario.

- Understanding of environmental requirements relevant to renewable energy development in Alberta and/or Ontario.
- Experience coordinating technical consultants, subcontractors, clients, regulators, and project stakeholders.
- Experience supporting Indigenous engagement, consultation, and relationship-building activities associated with renewable energy or infrastructure projects.
- Excellent written and verbal communication skills, including report writing, client communication, meeting documentation, and technical summaries.
- Project Management skills, including prioritization, due diligence, scheduling, budgeting, analysis, and proposal preparation. Candidates with PMP eligibility or certification are preferred.
- Bachelor's degree in environmental science, biology, planning, engineering, project management, or a related discipline, or an equivalent combination of education and experience.

Social Processing Skills:

- Demonstrated strong analytical ability and critical thinking skills.
- Conflict management and issue resolution. Ability to manage competing priorities, resolve misunderstandings, and escalate issues constructively before they affect schedule, budget, or approvals.
- Ability to interact effectively and network with a broad range of stakeholders, including employees, technical consultants, project stakeholders, agencies, and other third parties.
- Commercial awareness. Ability to understand how project decisions affect budget, schedule, client satisfaction and scope management.
- Ability to manage several projects simultaneously.
- Adaptable, flexible, team-focused approach.

Location

- Preferred location is Alberta. Candidates located elsewhere in Canada may be considered.
- Occasional travel for client meetings, project activities, and industry events may be required.

Reporting Relationships

- Position reports to the Vice President, Renewable Energy