

COURTNEY HAYES

SENIOR ENVIRONMENTAL PROJECT MANAGER

Applied Research • Environmental Innovation • Marine & Industrial Projects

EXECUTIVE PROFILE

Senior Environmental Project Manager and **Technical Consultant** with **12+ years** of experience leading multidisciplinary environmental, applied research-support, and technical consulting projects across Canada. Proven expertise managing complex projects from concept development through implementation while leading project teams, budgets, contracts, regulatory approvals, and stakeholder engagement. Recognized for translating complex technical information into practical solutions, fostering collaboration across disciplines, and delivering innovative approaches that improve environmental and operational performance.

CAREER HIGHLIGHTS

- ✓ Managed environmental project portfolios exceeding **\$10M**, overseeing planning, budgets, procurement, forecasting, contracts, and multidisciplinary project delivery.
- ✓ Led multidisciplinary teams of scientists, environmental professionals, engineers, Indigenous partners, technical specialists, contractors, and regulators.
- ✓ Delivered complex environmental consulting projects from project planning and permitting through implementation, monitoring, and closeout.
- ✓ Extensive experience providing technical advisory services, environmental planning, regulatory strategy, and practical solutions for complex environmental challenges.
- ✓ Recognized for translating technical information into actionable recommendations that improve environmental performance and support informed decision-making.

CORE COMPETENCIES

Leadership & Management

Strategic Project Leadership

Multidisciplinary Team Leadership

Project & Innovation

Applied Research Support

Technical Consulting

Environmental & Technical

Environmental Planning

Environmental Management Systems (EMS)

Client & Stakeholder Engagement	Project Planning & Execution	Regulatory Compliance
Team Development & Mentorship	Budget & Financial Management	Environmental Risk Assessment
Cross-functional Collaboration	Contract Administration	Environmental Monitoring
Executive Reporting	Proposal Development	Scientific & Technical Writing
Organizational Leadership	Process Improvement	Data Analysis & Interpretation
Relationship Management	Resource Planning	Sustainability & Environmental Performance

PROFESSIONAL LEADERSHIP EXPERIENCE

Senior Environmental Project Manager | Simpcw Resources LLP / Simpcw Resources Group | 2021–Present

Lead a portfolio of complex environmental programs supporting major infrastructure projects across British Columbia and Alberta, managing multidisciplinary teams through all phases of project delivery to develop practical, evidence-based environmental solutions that balance client, operational, and regulatory objectives.

- Lead multidisciplinary teams of environmental professionals, technical specialists, Indigenous partners, subcontractors, and field personnel by providing technical leadership, mentorship, resource planning, and performance oversight.
- Plan and manage concurrent projects from initiation through completion, overseeing project schedules, budgets, procurement, contract administration, resource allocation, forecasting, and commercial performance.
- Develop environmental strategies, management plans, and practical solutions that address complex environmental, operational, and regulatory challenges.
- Provide technical consulting and strategic advice to clients, project teams, and senior leadership on environmental planning, regulatory compliance, risk management, and continual improvement.
- Direct the preparation, technical review, and quality assurance of environmental documentation, including Environmental Management Plans (EMP), Construction Environmental Management Plans (CEMP), Environmental Protection Plans (EPP),

Environmental & Socio-Economic Assessments (ESA), technical reports, reclamation plans, and regulatory submissions.

- Coordinate environmental permitting and regulatory approvals while ensuring compliance with federal, provincial, client, and Indigenous environmental commitments.
- Serve as the primary liaison between clients, regulators, Indigenous communities, engineers, contractors, and technical specialists, facilitating collaboration, resolving environmental issues, and communicating technical information to diverse audiences.
- Lead environmental risk assessments, compliance audits, inspections, and adaptive management initiatives, translating technical findings into practical recommendations that improve environmental performance.
- Collaborate with engineering, construction, operations, and environmental specialists to integrate environmental requirements into project planning and support efficient project delivery.
- Support the implementation and continual improvement of Environmental Management Systems (EMS) through compliance auditing, environmental performance reporting, process improvement initiatives, and alignment with ISO 14001 principles.

Environmental Coordinator | Surerus Murphy Joint Venture | 2020

Supported environmental compliance and construction activities for Sections 1 and 2 of the Coastal GasLink Pipeline Project, providing environmental coordination and regulatory support during pipeline construction.

- Acted as the primary environmental liaison between construction crews, client representatives, and environmental specialists to support compliant project execution.
- Coordinated environmental requirements for clearing, watercourse crossings, and construction activities, ensuring implementation of project-specific mitigation measures and environmental protection plans.
- Conducted environmental inspections and monitored compliance with regulatory requirements, permit conditions, erosion and sediment control measures, and soil management practices.
- Oversaw environmental monitoring during watercourse crossings, restoration activities, and environmentally sensitive construction areas, identifying issues and recommending corrective actions where required.
- Maintained environmental documentation, action logs, incident records, and regulatory reporting while responding to environmental inquiries and supporting field compliance throughout project delivery.

Environmental Lead | Arnett & Burgess Pipeliners Ltd. | 2019

Provided environmental leadership for the Pembina Fox Creek to Namao Expansion Project, supporting project implementation and regulatory compliance throughout project execution.

- Served as the primary environmental liaison between construction crews, client representatives, and regulatory personnel.
- Coordinated environmental compliance for construction activities, including soil management, water management, erosion and sediment control, and reclamation.
- Supported spill response activities, environmental impact assessments, incident investigations, and technical reporting.
- Monitored implementation of environmental protection measures, including clubroot management protocols and environmental inspection programs.
- Prepared environmental documentation, conducted field inspections, and delivered environmental orientations to support safe and compliant construction.

Environmental Coordinator/Advisor | Sommerville Aecon Energy Group. | 2018

Provided environmental coordination and compliance support for the Enbridge Line 3 Pipeline Replacement Project during pipeline construction and reclamation activities.

- Coordinated implementation of Environmental Management Plans (EMPs), environmental mitigation measures, and regulatory commitments throughout construction.
- Acted as the primary liaison between construction crews, client representatives, and environmental specialists to support compliant project delivery.
- Oversaw environmental protection measures, including wetland protection, erosion and sediment control, water management, and reclamation activities.
- Coordinated spill response, environmental inspections, permitting activities, and environmental reporting.
- Monitored contractor compliance and implementation of environmental requirements, including soil management and clubroot prevention protocols.

Environmental Inspector/Scientist | Vertex | 2016-2018

Provided environmental inspection and technical support for pipeline integrity, construction, and remediation projects throughout Alberta.

- Conducted environmental inspections, wildlife sweeps, soil assessments, water quality monitoring, and construction compliance monitoring.
- Prepared Environmental Protection Plans (EPPs), technical reports, environmental documentation, and regulatory deliverables.

- Led field data collection and provided technical oversight for environmental reporting and quality assurance.
- Monitored implementation of environmental mitigation measures, soil management practices, and clubroot prevention protocols.
- Supported environmental compliance throughout construction, integrity dig, and remediation projects.
- Alberta Legislation
- Responsible for leading as well as training reporting team to interpret field data and write technical reports
- Responsible for monitoring and maintaining field data as well as writing technical reports while effectively meeting timelines

Junior Environmental Project Manager | Northwind Land Resources | 2014-2016

Supported environmental consulting projects for oil and gas clients across Alberta, coordinating environmental assessments, remediation programs, and regulatory compliance activities.

- Assisted in planning and coordinating environmental programs, including Phase I & II Environmental Site Assessments (ESAs), Detailed Site Assessments (DSAs), groundwater monitoring, vegetation management, and remediation projects.
- Coordinated field activities, contractor mobilization, health and safety requirements, and Emergency Response Plans (ERPs).
- Conducted environmental site investigations, plant and soil identification, and field data collection.
- Prepared technical reports, environmental documentation, and Remediation Action Plans (RAPs) to support regulatory submissions and project delivery.
- Supported senior project managers in delivering multiple concurrent environmental consulting projects across Alberta.

EDUCATION

Land and Water Resources Diploma | Olds College, Alberta | 2014

Pure & Applied Science (DEC) | John Abbott College, Quebec | 2010