

Position: **Benchmark Job #082**

Ministry: Environment, Lands and Parks

Working Title: **Fisheries Biologist**

Branch: Regional Operations and Wildlife

Level: Range 24

Location: Prince George

NOC Code: 2121

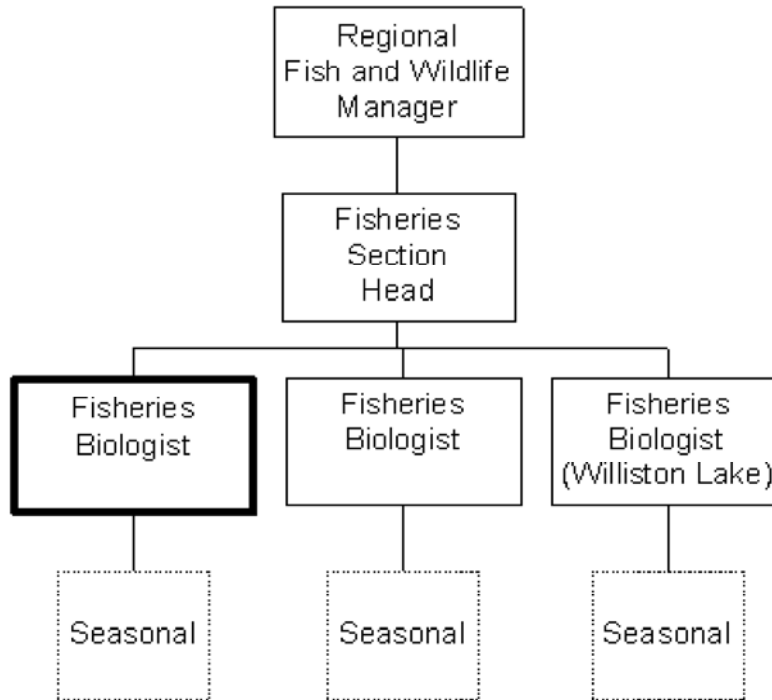
PRIMARY FUNCTION

To plan, implement and review fisheries management projects and to maintain the diversity and viability of fish species in small lakes in an assigned geographic area.

JOB DUTIES AND TASKS

1. Plans, initiates and directs fisheries enhancement projects
 - a. designs and executes small lake surveys to assess fish stocks
 - b. develops management programs and makes recommendations
 - c. assesses and establishes baseline data of small lakes to determine feasibility of stocking for sport fishing, enhancement and rehabilitation
 - d. organizes and implements stocking programs
 - e. plans, initiates and reviews small lakes angler surveys
 - f. inspects and conducts surveillance for permit compliance of all domestic fish ponds
 - g. prepares summaries and technical reports as required
 - h. provides expert advice to staff, government agencies, and stakeholders
 - i. investigates fish die-off and habitat alienation in small lakes
 - j. directs seasonal staff (up to 2 FTEs) including training, scheduling and assigning work
 - k. assesses the effectiveness of projects and programs and recommends modifications if necessary
 - l. determines impact of land use practises on fish stocks
 - m. recommends approval of permit applications
2. Administers Fisheries management projects on small lakes
 - a. develops and recommends annual project budgets and monitors program expenditures
 - b. writes terms of reference for contracts, negotiates prices up to \$100,000, reviews, tenders and recommends payment based on satisfactory completion of project
 - c. authorizes local minor purchase orders (LMPOs) and uses petty cash to make purchases
3. Prepares species management and watershed plans for inclusion into regional plans
 - a. assists in determining long range species management plans for small lakes
 - b. conducts analysis of sample data
 - c. develops monitoring plans to review management strategies
4. Performs other related duties

- a. participates on the Small Lakes Committee and in various workshops
- b. attends public meetings and gives presentations as required
- c. provides routine maintenance on an inventory of field equipment such as sampling equipment, electro shockers, boats, motors and chainsaws
- d. organizes, maintains and updates small lakes database
- e. operates 4x4 vehicle and small boats to attend field site locations
- f. sets and pulls gillnets
- g. snorkels to collect data



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the theory of freshwater biology to plan, research, and implement fisheries management projects to maintain diversity and viability of fish species in small lakes.</p>	H	280
2	<p>MENTAL DEMANDS</p> <p>Judgement to modify fisheries enhancement techniques to plan, implement and assess fisheries management projects for small lakes in an assigned geographical area.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATION SKILLS</p> <p>Persuasion required to use basic negotiation skills to reach agreement with contractors on project terms, conditions and costs.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY</p> <p>Moderate coordination and dexterity required to snorkel and swim to collect fish data and to set and pull gillnets from boats.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by local fisheries plans and biological science, initiate, plan and implement inland fisheries management projects through contractors and seasonal staff, assess the success of projects and recommend required modifications.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Significant financial responsibility to negotiate fish enhancement contracts up to \$100,000 and certify completion.</p>	E	33

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7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used to establish baseline data of small lakes to ensure the quality of the data against standards for scientific application.	E	33
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor, and review work of seasonal workers (2 FTEs).	CD	14
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to operate power boats and vehicles as a designated driver.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Close requirement to regularly prepare technical reports on fisheries enhancement projects by target date.	B	6
11	PHYSICAL EFFORT Relatively heavy physical effort to regularly hike and climb with pack, to snorkel and to swim.	D	18
12	SURROUNDINGS Exposure to all weather conditions frequently with no shelter when conducting field work at lakes, streams and rivers.	D	9
13	HAZARDS Significant exposure to hazards from frequent field trips in remote areas.	D	9

Total Points: 837

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