

Position: **Benchmark Job #352**

Ministry: Environment, Lands and Parks

Working Title: **Regional Habitat Section Head**

Branch: Fish, Wildlife and Habitat

Level: Range 30

Location: Various

NOC Code: 2121

PRIMARY FUNCTION

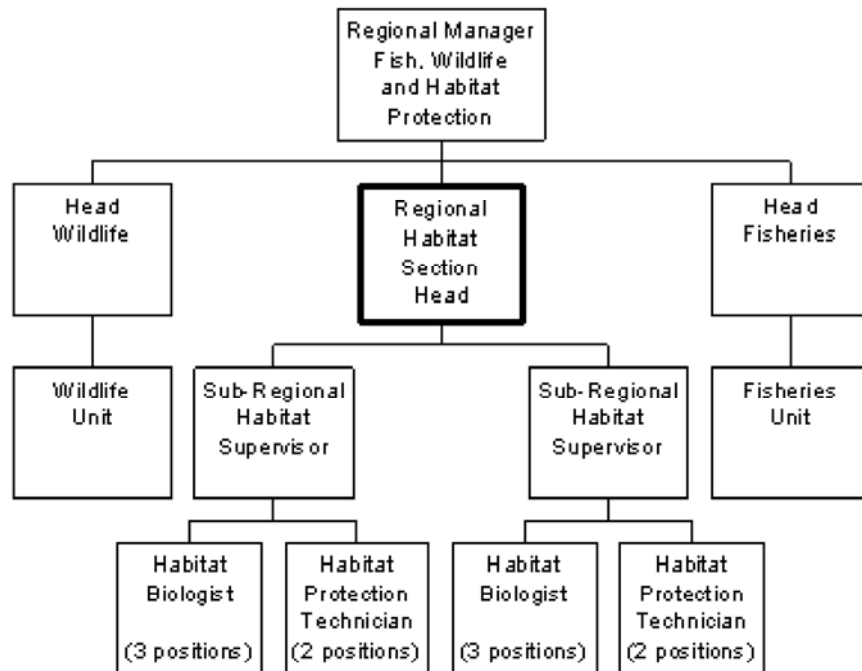
To integrate the management of timber, fisheries, and wildlife resources and to alleviate resource use conflicts through planning and implementation of long term habitat management strategies.

JOB DUTIES AND TASKS

1. Plan, co-ordinate and implement fish and wildlife resource assessment and integration into regional and local integrated resource use and sustainable development planning initiatives
 - a. synthesizes and analyzes ecosystem inventory information involving large numbers of variables
 - b. develops watershed-specific fish and wildlife management strategies and seeks mitigation and/or enhancement opportunities in conjunction with other resource use strategies
 - c. reviews contributions of other plan components for consistency and quality prior to public review
 - d. develops and implements monitoring plans to ensure program goals and objectives are being met
 - e. develops licensee-agency agreements to promote integrated resource management initiatives
2. Provide advice and direction to Regional Habitat Protection staff in assessing current and long-term impacts of forest management on fisheries and wildlife habitats and recommend appropriate harvesting and post-harvesting silviculture alternatives
 - a. assesses current pattern of watershed development and changes to habitat diversity and makes interpretations of potential development patterns for proposed future plans
 - b. develops strategies to mitigate or compensate for forest harvesting impacts on fish habitats
 - c. assesses, confirms or modifies winter range boundaries to allow certain timber harvesting proposals to proceed without jeopardizing program objectives of wildlife habitat
 - d. reviews large-scale forest fertilization proposals and assesses impacts on fish and wildlife habitats
3. Provide advice and instruction in the Forest Region on silviculture techniques recommended to maintain or enhance the suitability of ungulate winter and spring range habitats in forests
 - a. instructs professional engineers and foresters in the operation of special habitat programs across the Forest Region and plans strategies for program implementation
 - b. provides advice to Habitat Protection staff on 5-year development plan reviews on areas recommended for silviculture treatment to sustain long-term wildlife habitat suitability
 - c. consults with government and forest industry professionals to develop and apply appropriate silviculture strategies for wildlife habitat enhancement
4. Represents the region and province on various committees, task forces, and working groups responsible for addressing policy, guidelines development and sustainable development issues
5. Advises and directs Habitat Protection staff on non-forestry referrals such as flood plain rezoning, stream

channelization, Hydro right-of-ways, and pesticides

6. Prepares assessments of forestry issues affecting regional ministry programs and provides specialist advice to senior management from the perspective of the regional forestry specialist.
7. Supervises staff and contract staff resources
 - a. supervises, through two Sub-Regional Supervisors, twelve Regional Habitat Protection staff, allocates work and assesses performance
 - b. initiates and administers contracts, allocates and approves projects
8. Perform other related duties
 - a. allocates funds for a local budget
 - b. operates 4X4 vehicles to conduct site inspections



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand all related issues of a significant habitat protection program to plan, organize and evaluate the interdisciplinary relationship between timber, fisheries and wildlife as related to habitat management.</p>	I	305
2	<p>MENTAL DEMANDS</p> <p>Judgement to manage the Regional Habitat Protection Program.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL</p> <p>Influence and formal negotiation and counselling skills required to negotiate controversial agreements with forest company officials concerning methods of proceeding with timber harvesting with a minimum of impact to the environment.</p>	E	60
4	<p>PHYSICAL COORDINATION AND DEXTERITY</p> <p>Moderate coordination and dexterity required to operate 4x4 vehicles.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by ministry policies and habitat management standards, plan and evaluate all functions of a large regional habitat management program.</p>	G	190
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Considerable financial responsibility for the accountability of the local budget of the Habitat Protection Section, with the discretion to allocate funds.</p>	F	43

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</p> <p>Considerable responsibility to control processes involving the collection and synthesis of information and data that is integral to the planning process and ensure that the quality of information meets the standards for scientific application.</p>	E	33
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES</p> <p>Responsibility to supervise subordinate employees, appraise employee performance and take disciplinary action (14 FTEs).</p>	DG	23
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</p> <p>Moderate care and attention to develop habitat protection plans which indirectly ensure the well-being of others by perpetuating fish and wildlife resources.</p>	C	15
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS</p> <p>Focused attention to detail to frequently manage concurrent projects.</p>	C	12
11	<p>PHYSICAL EFFORT</p> <p>Moderate physical effort to do occasional hiking and climbing with a pack.</p>	C	12
12	<p>SURROUNDINGS</p> <p>Exposure regularly to the elements without shelter while doing field work.</p>	C	6
13	<p>HAZARDS</p> <p>Moderate exposure to hazards from regular field trips to remote areas.</p>	C	6

Total Points: 970

Level: Range 30