

Position: **Benchmark Job #353**

Ministry: Environment, Lands and Parks

Working Title: **Senior Fisheries Scientist**

Branch: Fish, Wildlife and Habitat

Level: Range 30

Location: Vancouver (UBC)

NOC Code: 2121

PRIMARY FUNCTION

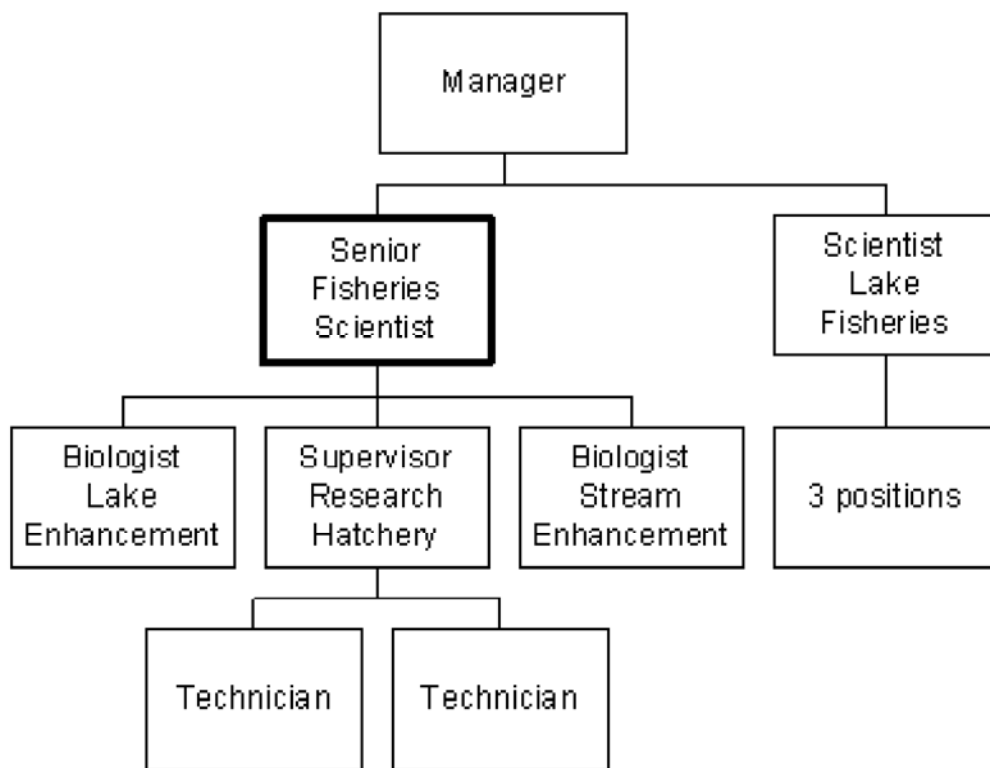
To conduct studies and provide advanced expertise, knowledge and guidance to improve the delivery of the Province's Fisheries Programs.

JOB DUTIES AND TASKS

1. Develops, coordinates and evaluates province-wide fisheries management strategies to improve program delivery
 - a. generates and implements solutions for fisheries management problems and issues
 - b. designs innovative strategies and compensatory measures to conserve existing and potential habitat and fisheries values threatened by the impact of large-scale industrial proposals
 - c. evaluates the performance of the Fisheries Program internally and in relation to other agencies
 - d. formulates and recommends fisheries management policies and serves as a scientific authority
2. Conducts scientific research and development projects in specialized areas of fisheries at a provincial level to ensure use of best possible technology in program delivery
 - a. plans and designs complex research pilot experiments to test management strategies for province wide application
 - b. consults and works cooperatively with scientists in related disciplines and in other jurisdictions
 - c. plans and designs original research in areas of specialization relevant to the program
 - d. oversees and directs collection of data and analyzes data using advanced multivariate statistical procedures and graphical techniques
 - e. interprets research results and writes, prepares and presents scientific manuscripts, and presents seminars
 - f. uses and maintains laboratory and scientific testing equipment
 - g. serves as a research associate at UBC
3. Directs, coordinates and supervises the Rivers Research and Bioengineering unit
 - a. supervises a team of two biologists and three technicians, allocates work, assesses performance and takes disciplinary action if required
 - b. provides scientific and technical advice to unit staff and assists staff with complex problems encountered in their work
 - c. develops research proposals which are consistent with provincial priorities
 - d. maintains a detailed knowledge of fish and aquatic science literature in the unit's area of specialty
 - e. manages a research and development budget and allocates funds ranging from \$350,000 up to

\$700,000

4. Recommends and/or controls the direction of major mitigation, compensation and enhancement projects with scientific or developmental phases
 - a. derives technical solutions to mitigation issues within inter-government/industry working groups
 - b. designs "no net loss" fisheries habitat criteria and strategic frameworks for major projects
 - c. develops and reviews the controlling design and implementation of mitigation and research projects to ensure mitigation targets are achieved
5. Undertakes special managerial assignments as required by the Director or Ministry Executive
 - a. represents the Ministry on industry/inter-government management committees or task forces, as well as public, agency and tribal council meetings
 - b. negotiates technical solutions to fisheries issues for the Ministry
 - c. prepares briefing documents, issues papers and budgets for the Director and Executive
6. Provides specialized scientific advice and support on fisheries issues to regions and senior managers
 - a. advises on the scientific basis of ministry and branch policies related to fisheries management and habitat management including mitigation and compensation studies and guidelines
 - b. advises regions and ministry executive on the technical merits or feasibility of management project proposals, or plans



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understands all related issues of a fisheries research program requiring highly specialized knowledge to plan, organize and evaluate the Fish Research and Bioengineering Unit and to improve the management of the provincial freshwater fish resource.</p>	J	330
2	<p>MENTAL DEMANDS</p> <p>Judgement to conduct long-term planning where past trends cannot be relied upon to develop and evaluate fisheries management strategies and plan, approve and oversee research to determine technical solutions to complex mitigation issues.</p>	I	300
3	<p>INTERPERSONAL COMMUNICATIONS SKILLS</p> <p>Persuasion required to use basic counselling skills to discuss and explain employee performance problems with workers and provide advice for improvement.</p>	D	45
4	<p>PHYSICAL CO-ORDINATION AND DEXTERITY</p> <p>Moderate coordination and dexterity required to use laboratory instruments to test and study samples.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by fisheries policy and biological science, develops provincial fisheries management strategies, evaluates the performance of the fisheries program and conducts scientific research into specialized areas of fisheries activities with emphasis on river related projects.</p>	G	190
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Considerable financial responsibility to be accountable for a research and development budget, with the discretion to allocate funds.</p>	F	45

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7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</p> <p>Considerable responsibility to control processes used to acquire data in controlled studies and experiments and ensure the quality of the data meets standards for scientific application.</p>	E	33
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES</p> <p>Responsibility to supervise biologists and technicians, appraise performance and take disciplinary action (5 FTEs).</p>	DE	20
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</p> <p>Moderate care and attention to develop fisheries management strategies which indirectly ensure the well-being of others perpetuating the fresh water fish resource.</p>	C	15
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS</p> <p>Focused attention to detail to frequently manage concurrent projects fisheries research and development projects.</p>	C	12
11	<p>PHYSICAL EFFORT</p> <p>Moderate physical effort to frequently focus visual attention on research papers and computer screens when synthesizing data.</p>	C	12
12	<p>SURROUNDINGS</p> <p>Exposure to chemicals and fumes through regular work in a laboratory environment.</p>	B	4
13	<p>HAZARDS</p> <p>Limited exposure to hazards from occasional field trips to remote areas.</p>	B	4

Total Points: 1023

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