

Position: **Benchmark Job #354**

Ministry: Environment

Working Title: **Carnivore/Fur Management Specialist**

Branch: Wildlife Branch

Level: Range 30

Location: Victoria

NOC Code: 2121

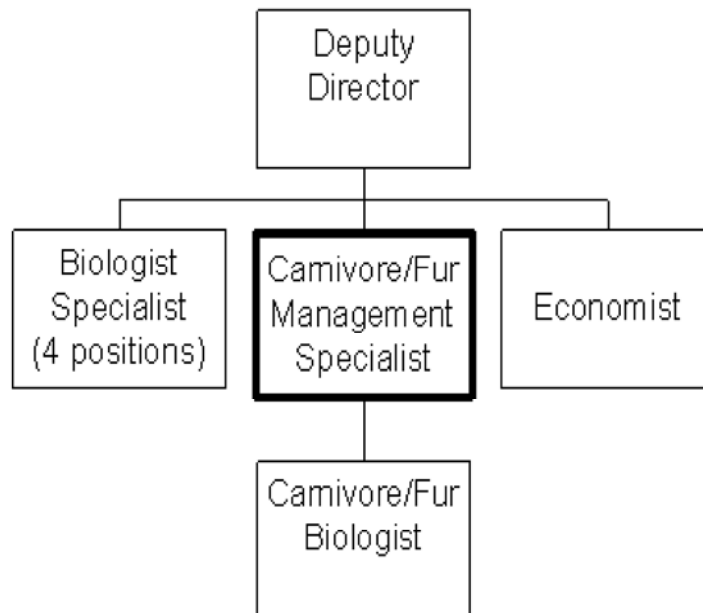
## PRIMARY FUNCTION

To design, plan and evaluate provincial programs to sustain carnivore and furbearing populations.

## JOB DUTIES AND TASKS

1. Directs and co-ordinates the province-wide management of grizzly bear, cougar, and furbearers
  - a. establishes objectives for management, enhancement and control
  - b. evaluates and approves provincial plans for each species
  - c. negotiates and formulates agreements with other provincial, national and international agencies
  - d. establishes priorities for inventory, enhancement and protection of populations
  - e. obtains input from Ministry staff and staff specialists from other jurisdictions and agencies
  - f. obtains public input for controversial programs by attending public meetings, meeting with stakeholders and chairing public advisory group meetings
2. Formulates and recommends provincial policy and legislation for the management of grizzly bear, cougar and furbearers, their habitats and uses
  - a. prepares Ministry policy and technical procedures
  - b. sets provincial standards for limiting harvest or other human activity
  - c. formulates provincial standards for management in consultation with regional staff
  - d. checks technical and policy related aspects of regional recommendations for regulation including those related to inter-provincial and national agreements of law
  - e. organizes and recommends development of regulations under provincial and federal legislation
3. Develops criteria and evaluates the effectiveness of Ministry actions to manage carnivore and furbearing animals
  - a. evaluates application of policy, procedures, programs and regulations
  - b. reviews policies, procedures and programs in other jurisdictions for possible application in the province
4. Directs the development and maintenance of technical standards
  - a. sets methods and provincial standards for population management of carnivores and furbearers
  - b. checks scientific literature and applies pertinent information to the development of provincial standards
  - c. identifies and recommends research needs and prepares scientific reports for publication
  - d. evaluates and edits field project reports and publications for technical completeness
  - e. conducts animal and habitat surveys on projects in cooperation with regional staff
5. Effects extensive technical and administrative contacts and administers a budget

- a. works with staff on the analysis, evaluation and methods to formulate program positions on management of carnivores, furbearers, traplines and on handling of politically sensitive matters
  - b. administers an annual budget exceeding \$250,000 by approving expenditures, cost control and annual budget preparation
  - c. evaluates and coordinates ministry and other agency activities related to the provincial grizzly bear, cougar and furbearer programs
  - d. negotiates contracts, monitors compliance with terms and conditions, and certifies satisfactory contract performance
6. Performs other related duties
- a. supervises one biologist, allocates work, and conducts performance appraisals
  - b. advises and briefs ministry executive of current issues respecting carnivores and furbearers
  - c. responds to inquiries from the public and media on issues related to carnivores/furbearers
  - d. represents the province and ministry at national and international meetings
  - e. drives 4x4 vehicles to attend field site locations
  - f. conducts field trips to collect data, observe habitat sites, and study furbearing mammals



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Understands all related issues of a significant carnivore/fur management program to plan, organize and evaluate the Carnivore/Fur Management Program.</p>	I	305
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to evaluate the effectiveness of Carnivore/Fur Management policies and programs and develop proposals for improvements and manage the province-wide Carnivore/Fur Management Program.</p>	H	250
3	<p><b>INTERPERSONAL COMMUNICATIONS SKILL</b></p> <p>Persuasion required to use basic negotiation and counselling skills to present controversial ministry positions to stakeholders and represent the ministry at controversial public meetings.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Moderate coordination and dexterity to operate 4x4 vehicles.</p>	C	15
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by ministry wildlife resource management policies and biological science, plans programs to sustain furbearing mammals and evaluates policy and legislation relating to the management of the resource.</p>	G	190
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Significant financial responsibility to certify satisfactory contract performance for contracts requiring discretion as to whether expected results have been achieved and to administer a local budget.</p>	E	33

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7	<p><b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b></p> <p>Considerable responsibility to control processes on the use of habitat surveys, field projects, and data collection methodologies used in contracts to ensure that the quality of data and information meets scientific standards for application to carnivore management.</p>	E	33
8	<p><b>RESPONSIBILITY FOR HUMAN RESOURCES</b></p> <p>Responsibility to supervise a Carnivore/Fur Biologist, appraise employee performance and take disciplinary action (1 FTE).</p>	DD	19
9	<p><b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b></p> <p>Moderate care and attention to develop species management plans which indirectly enhance the well-being of the public by ensuring resource sustainability.</p>	C	15
10	<p><b>SENSORY EFFORT/MULTIPLE DEMANDS</b></p> <p>Focused attention to detail to frequently manage concurrent projects.</p>	C	12
11	<p><b>PHYSICAL EFFORT</b></p> <p>Moderate physical effort to occasionally hike and climb with a pack.</p>	C	12
12	<p><b>SURROUNDINGS</b></p> <p>Exposure to the elements without shelter occasionally while doing field work.</p>	B	4
13	<p><b>HAZARDS</b></p> <p>Limited exposure to hazards from occasional field trips to remote areas.</p>	B	4

Total Points: 937

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