

Position: **Benchmark Job #357**

Ministry: Environment, Lands and Parks

Working Title: **Senior Small Lakes Biologist**

Branch: Fish, Wildlife and Habitat

Level: Range 24

Location: Victoria

NOC Code: 2121

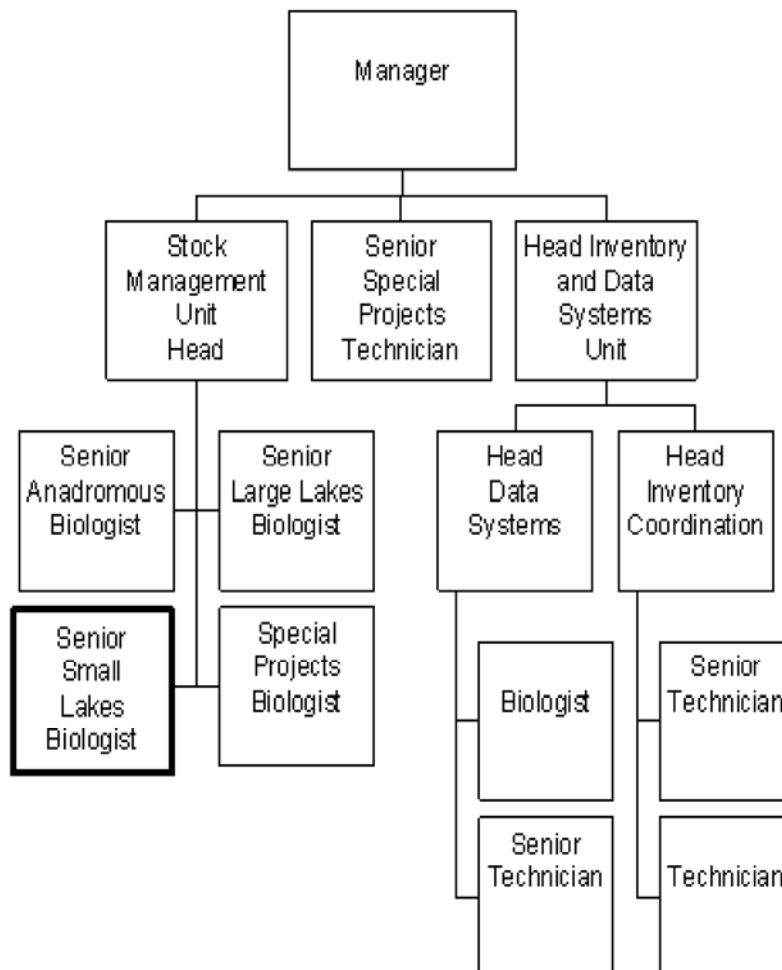
PRIMARY FUNCTION

To plan, coordinate and implement initiatives to develop and maintain sport fishing in throughout the province through habitat protection, enhancement and fish population control for the small lakes component of the Stock Management Program.

JOB DUTIES AND TASKS

1. Determines allowable exploitation of wild fish stocks, spawning escapement goals, effect of hatchery stocks on wild stock and angling opportunities to ensure conservation of wild fish
 - a. formulates and tests hypotheses and mathematical models through scientific knowledge of ecological interactions, field observation, survey, and review of literature and population statistics
 - b. assesses and determines habitat capability, population, structure, density, growth, biomass, survival, enhancement options and stock sensitivity to resource use and industrial development
 - c. assesses performance and cost benefits of habitat improvement and hatchery stocking projects
 - d. recommends solutions or mitigation strategies such as habitat improvement, flow augmentation and fishery regulation changes to solve fish supply/demand and habitat quality problems
2. Provides specialist consultation and advice regarding small lakes stock management planning, methodology, testing, and improvement techniques to ensure high quality in regional implementation
 - a. represents the fisheries program at meetings of a variety of jurisdictions related to small lakes stock management and serves as an expert witness at hearings and trials
 - b. provides a specialist advisor services to program staff and a variety of agencies and stakeholders
3. Develops, arranges and presents training on standards, procedures, safety and certification programs on electro-fishing, lake rehabilitation, data interpretation and related matters to maintain standards
 - a. identifies training needs and objectives in consultation with headquarters and regional specialists
 - b. develops and delivers courses and workshops to supervisors, employees and contractors
4. Develops, implements and monitors small lakes stock assessment and monitoring protocols, standards, and manuals to ensure provincial wide uniformity
 - a. determines stock management objectives in consultation with resource professionals
 - b. develops provincial strategies for small lakes stock management in consultation with regional and headquarters staff and reviews regional management plans
 - c. interprets and analyzes relevant scientific and technical literature and prepares and edits technical and comprehensive scientific reports for external publication
 - d. develops and adapts assessment and monitoring protocols, standards, and methodologies in consultation with regional specialists

- e. explains requirements for small lakes fish habitat evaluation and stock management strategies to appropriate Standing Committees and technical working groups
- 5. Plans and coordinates small lakes assessment and monitoring project surveys within the established strategic objective of the Fisheries program
 - a. plans assessment and monitoring surveys collation, including field studies and applied research
 - b. designs sampling methodology to ensure validity and reliability, and modify and calibrate survey and monitoring equipment to meet specific requirements of a project
 - c. conducts or coordinates standard collection, analysis and reporting methodology
 - d. attends field site locations to collect data, monitor fish stocks and investigate issues
- 6. Coordinates administrative functions
 - a. drafts contracts, monitors compliance with contracted terms and certifies satisfactory performance
 - b. prepares activity plans, schedules field work, co-ordinates work flow, and establishes priorities
 - c. coordinates the activities of seasonal work crews, assigns work and provides technical direction



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the theory of fish biology coordinate the specialized small lakes component of the Stock Management Program to determine the allowable exploitation of wild fish stocks, spawning escapement goals, the effect of hatchery stocks on wild stock and to develop assessment and monitoring policies and standards.</p>	H	280
2	<p>MENTAL DEMANDS</p> <p>Judgement to modify strategies for fish habitat mitigation and improvement, to control fish populations, and to determine appropriate stock management objectives.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILLS</p> <p>Persuasion required to use basic negotiation skills to secure the cooperation of peers and interest groups in the planning and implementation of lake fisheries management and in the acceptance of new fisheries assessment methods.</p>	D	45
4	<p>PHYSICAL CO-ORDINATION AND DEXTERITY</p> <p>Significant coordination and dexterity required to calibrate and modify survey and test equipment to meet specific project requirements.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by environmental protection legislation and scientific standards determines the habitat capability of lakes, plans and implements initiatives to improve fish populations, and develops conclusions from studies to be applied to stock management.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Significant financial responsibility to certify satisfactory contract performance for assessment and monitoring surveys.</p>	E	33

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7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used in field observation and surveys to ensure that the quality of information used to assess fish stocks meets standards for scientific application.	E	33
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor, and review work of seasonal staff (up to 5 FTEs).	CD	14
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to indirectly ensure the well-being of the public by ensuring that freshwater fish resources are sustained.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration and attention to detail to frequently focus visually on documents and reports.	C	12
11	PHYSICAL EFFORT Moderate physical effort for occasional hiking and climbing with a pack.	C	12
12	SURROUNDINGS Exposure to regular outside work in all weather conditions with no shelter.	C	6
13	HAZARDS Moderate exposure to hazards from regularly performing work on field trips to remote areas.	C	6

Total Points: 838.5

Level: Range 24