

Position: **Benchmark Job #376**

Ministry: Environment, Lands and Parks

Working Title: **Senior Regional Habitat Protection Officer**

Branch: Fish and Wildlife

Level: Range 24

Location: Various

NOC Code: 2121

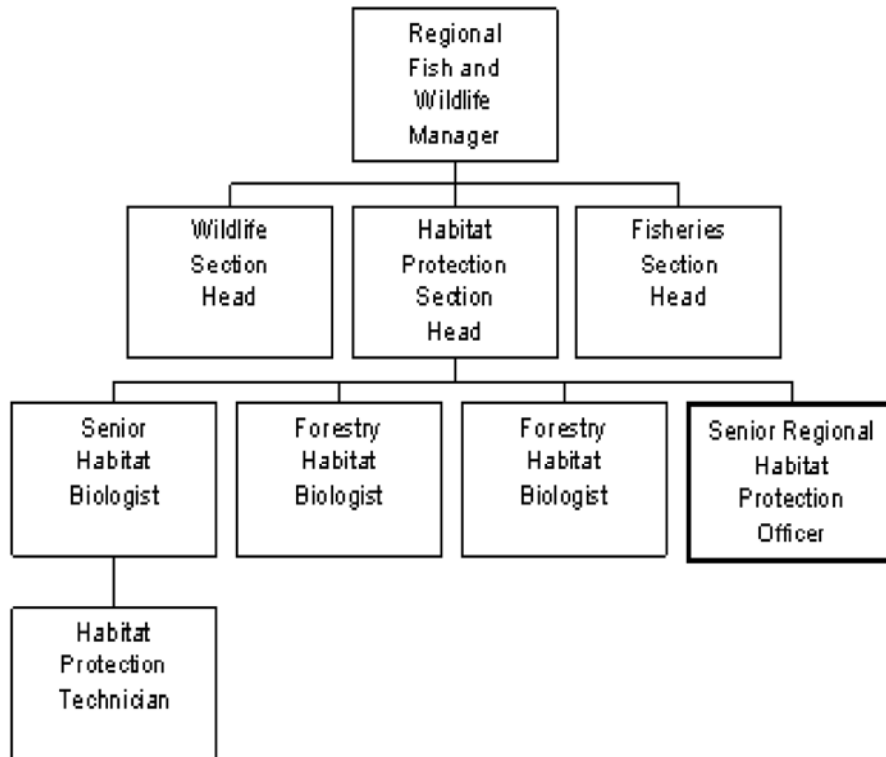
## PRIMARY FUNCTION

To evaluate the total environmental impacts on fish and wildlife habitats of all resource use and land development proposals within the Region and impose development conditions as required in order to ensure that habitat capability and diversity is maintained.

## JOB DUTIES AND TASKS

1. Reviews land-use proposals and participates in local integrated resource planning as the ministry representative for fish and wildlife interests, in liaison with responsible authorities and other stakeholders
  - a. participates as a member of the planning review committee and provides guidance integrating a range of biodiversity issues to mitigate habitat impacts for sensitive land-use proposals
  - b. works with highways specialists and major land developers to anticipate construction problems that will impact on fish and wildlife habitat and determines alternative routings and mitigation works
  - c. grants conditional approval for development and determines habitat remediation requirements
  - d. participates in strategic planning with other jurisdictions, industry and stakeholders by providing expertise on habitat issues in the formulation of community development and infrastructure plans
2. Reviews resource use and land development proposals referred by a variety of agencies and evaluates the projected environmental impacts on fish and wildlife habitats
  - a. reviews development proposals, site plans and architectural and engineering drawings
  - b. conducts site visits to determine the nature, status and viability of existing fish and wildlife habitats, identifies and evaluates the site's inter-relationship with adjacent or distant habitats and ecosystems
  - c. evaluates proposed development works to determine total habitat impacts, taking into account the terrain involved and the specifics of the development, and preparing written assessments of the implications and potential adverse impacts on the habitat and its resident or dependent species
  - d. determines the need for environmental impact assessments for development proposals, sets terms of reference, evaluates reports and determines acceptability of conclusions
  - e. makes judgements on the acceptability of development proposals
  - f. sets terms and conditions under which the work may proceed, including construction, constraints and protection zones
  - g. develops plans for mitigating or compensating for adverse effects on habitats and species populations and negotiates viable on-site alternatives and recommends and reviews the design and construction of special structures such as stream diversions, culverts and fishways
3. Performs a variety of duties related to the function of the Habitat Protection Section
  - a. proposes new and reviews existing legislation, guidelines, policies and procedures and assesses impacts of proposed amendments or changes on program delivery

- b. monitors land development activities to assess the effectiveness of legislation in protecting habitats
- c. investigates habitat violations to assess impact damage and works with ministry Conservation Officers and federal agencies in bringing prosecutions under various Acts
- d. provides expertise and advice to enhancement groups, developers and private individuals regarding habitat destruction, protection, rehabilitation, compensation and enhancement
- e. identifies habitat enhancement opportunities in the assigned geographic area for possible consideration by other sections of the ministry, other agencies or by public conservation groups
- f. assists with the work of other programs, including acting as a Habitat Officer and exercising related statutory powers as designated under the *Water Act* regulations.



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Understand the theory of habitat biology to develop habitat protection prescriptions for land-use projects which integrate a range of biodiversity issues and to develop, evaluate and determine the acceptability of conclusions of habitat impact related assessments.</p>	H	280
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to modify habitat protection techniques to develop habitat protection prescriptions for land-use projects and to determine the conditions under which land-use proposals can proceed.</p>	G	200
3	<p><b>INTERPERSONAL COMMUNICATIONS SKILL</b></p> <p>Persuasion required to use basic negotiation skills to induce cooperation and agreement with industry and government officials in achieving fish and wildlife protection objectives.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Moderate coordination and dexterity required to operate 4X4 vehicles.</p>	C	15
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by environmental protection legislation and scientific standards plans impact assessments and habitat protection prescriptions for land-use projects and develops original resolutions to balance the conflicting demands of habitat protection and land development.</p>	F	160
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Significant financial responsibility to certify satisfactory contract performance for release of payment for impact assessment studies.</p>	E	33

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7	<b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b> Considerable responsibility to ensure processes used in the conduct of environmental assessments ensure the quality of the information and data that is gathered meets scientific standards for application.	E	33
8	<b>RESPONSIBILITY FOR HUMAN RESOURCES</b> Limited responsibility for human resources to provide professional guidance to land planning review committees.	A	5
9	<b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b> Moderate care and attention to review land use plans which indirectly ensures the well-being of the public by protecting habitat for wildlife resources.	C	15
10	<b>SENSORY EFFORT/MULTIPLE DEMANDS</b> Focussed sensory concentration to frequently focus visually on documents and reports.	C	12
11	<b>PHYSICAL EFFORT</b> Moderate physical effort to occasionally hike and climb with a pack.	C	12
12	<b>SURROUNDINGS</b> Exposure to occasional outside work in all weather conditions.	B	4
13	<b>HAZARDS</b> Limited exposure to hazards from occasionally working alone in remote or isolated areas.	B	4

Total Points: 818

Level: Range 24