

**TITLE:** SENIOR ECOSYSTEMS BIOLOGIST

**CLASSIFICATION:** BIOLOGIST 27

**MINISTRY:** WATER, LAND, AND RESOURCE STEWARDSHIP

**DIVISION:** LAND USE POLICY, PLANNING, AND  
ECOSYSTEMS

## **JOB OVERVIEW**

The Senior Ecosystem Biologist supervises and manages professional biologist staff (>4) in a variety of disciplines within the Ecosystems Program in the Omineca Region. This position will assist the Section Head to plan and manage the Ecosystems Program at both a strategic and operational level. The incumbent will provide scientific information, advice, and leadership to subordinate staff, the Section Head, Statutory Decision Makers, partners and other programs. As assigned, the Senior Ecosystem Biologist will participate on or lead project teams related to habitat and/or natural resources management.

## **ACCOUNTABILITIES**

Required:

- Supervises professional staff and may supervise technicians including assignment of work, development and evaluation of performance plans and approval of leave.
- Leads projects to address large-scale environmental management issues or initiatives and leads project planning sessions to determine project scope, define deliverables, develop project charters and pursue funding.
- Coordinates and oversees operational activities as outlined by business objectives and governed by regulatory, safety and professional standards.
- Represents the ministry at high profile inter-jurisdictional working groups and committees.
- Leads the review of industrial development projects.
- Develops and promotes working relationships with partners, universities/colleges, and government agencies to achieve program objectives, to provide input and resolve issues.
- Advises staff in the appropriate interpretation and application of relevant provincial legislation, regulations, and policies.
- Prepares program management reports and documents such as briefing notes, feasibility reports, project documents, evaluation reports and business development documents.
- Prepares and/or negotiates contracts, monitors performance and/or authorizes payment.
- Designs and conducts laboratory and field studies to answer questions about biodiversity or to test new theories or approaches.

**Career Group:**

Scientific/Technical

**Job Family:**

Resource Management

**Job Stream:**

Biology

**Role:**

Professional

**Revised Date:**

November 2023

- Leads the development of environmental guidelines, objectives and standards and provides scientific advice on the development of legislation, regulations, and policies.
- Negotiates agreements relating to environmental and resource management plans with other levels of government and industry.
- Administers part of a local budget or project budget.

## **JOB REQUIREMENTS**

### **EDUCATION, DESIGNATION, & EXPERIENCE**

- Master's Degree or higher in biological sciences (natural resource conservation or management, terrestrial and aquatic ecosystems, conservation biology, fish or wildlife management and biodiversity) or equivalent, plus **3 years of related experience\***; OR
- Bachelor's Degree in biological sciences (natural resource conservation or management, terrestrial and/or aquatic ecosystems, conservation biology, fish or wildlife management or forest biodiversity), or equivalent, plus **5 years of related experience\***; AND
- Registered, or immediately eligible, as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology ([CAB](#)).

**Note:** Immediately eligible for registration is defined as being able to transfer a current membership from an applicable jurisdiction to the CAB within six (6) months of employment. Confirmation of registration/ eligibility will be required before an offer of employment can be confirmed. If you are not currently registered, advise how you have confirmed with the CAB that you are immediately eligible.

#### **\*Related experience includes all of the following:**

- Minimum one (1) year of experience leading staff in project or field settings.
- Experience managing complex and sensitive natural resource management issues/projects in a team environment.
- Experience providing scientific advice to biologists, technicians, decision-makers and agencies regarding biological impacts to the environment as a result of resource development.
- Experience building and maintaining relationships with internal and external stakeholders, including private and public resource development agencies.
- Experience interpreting and applying environmental management legislation and policy.
- Experience in public and First Nations consultation processes on ecosystem management issues.
- Experience related to the development or assessment of industrial development proposals.

#### **Provisos & Willingness Statements**

- Valid Class 5 B.C. driver's licence or equivalent.
- Willing & able to meet safety standards of Work Safe BC.
- May require the operation of a variety of equipment.
- Willing & able to carry equipment and supplies in difficult terrain.

- Willing and able to conduct field work which may include the following: travel to remote areas by vehicle, boat, air or foot, overnight or extended stay in rough camp conditions and outdoor work in all weather conditions.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

### Knowledge, Skills, and Abilities

- Knowledge of legislation, policy, and procedures relevant to managing terrestrial and aquatic ecosystems
- Knowledge of best management practices for avoiding or mitigating the impacts of resource development activities on fish, wildlife, and ecosystems.
- Demonstrated ability to analyze and synthesize complex issues to develop options and recommendations for solving complex problems and achieving goals.
- Demonstrated ability to write a wide variety of documents, such as guidelines, technical and statistical reports, extension notes, briefing notes, and letters in a clear, concise, and effective manner to a wide variety of audiences.
- Effective written and verbal communication skills

### BEHAVIOURAL COMPETENCIES

- **Cultural Agility** is the ability to work respectfully, knowledgeably, and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Building Partnerships with Stakeholders** is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities, and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

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- **Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations, or negotiation skills to achieve desired results.
- **Organizational Commitment** is the ability and willingness to align one's own behaviour with the needs, priorities, and goals of the organization, and to promote organizational goals to meet organizational needs. It also includes acting in accordance with organizational decisions and behaving with integrity.
- **Flexibility** is the ability and willingness to adapt to and work effectively within a variety of diverse situations, and with diverse individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives on an issue, adapting one's approach as situations change and accepting changes within one's own job or organization.
- **Initiative** involves identifying a problem, obstacle or opportunity and taking appropriate action to address current or future problems or opportunities. As such, initiative can be seen in the context of proactively doing things and not simply thinking about future actions. Formal strategic planning is not included in this competency.
- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks