

TITLE: LAND AND RESOURCE SPECIALIST

CLASSIFICATION: STO 27 (RES)

MINISTRY: WATER, LAND AND RESOURCE STEWARDSHIP

WORK UNIT: COLLABORATIVE STEWARDSHIP AND CUMULATIVE EFFECTS MANAGEMENT

SUPERVISOR TITLE: MANAGER, COLLABORATIVE INDIGENOUS STEWARDSHIP

SUPERVISOR POSITION #: 00079618

PROGRAM

The Ministry of Water, Land and Resource Stewardship is accountable for integrated land and natural resource management, including objective setting for land and marine environments, effectively managing cumulative effects, and advancing reconciliation with Indigenous peoples, environmental sustainability, and economic resiliency.

The Resource Stewardship Branch provides leadership and support to the Collaborative Indigenous Stewardship Forums underway across the province under the Collaborative Indigenous Stewardship Framework (CISF), including regional operational implementation of Guardians and field-based monitoring. The CISF Forums are a proven model for collaborative stewardship supporting reconciliation and advancement of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and are foundational to the implementation of the Declaration on the Rights of Indigenous Peoples Act (DRIPA). The branch also plays a key role in providing leadership, oversight, and provincial support to the cumulative effects framework to ensure its successful implementation. The branch supports provincial cumulative effects protocols, tools, datasets, guidance, and reporting. A key goal of the branch is the production of trusted cumulative effects assessment information to inform a range of natural resource decision making from strategic to operational decisions through shared decision making and in support of co-governance models.

JOB OVERVIEW

The primary focus of the position is to develop creative management solutions to strategic resource management issues. The position bridges environmental, social and economic disciplines of natural resource management to advance policy, ministry priorities and strategies, and operational delivery of stewardship outcomes. The Land and Resource Specialist will lead diverse project team of multidisciplinary specialists across multiple agencies and is responsible for the management, coordination and delivery of strategic initiatives from initiation through to conclusion. The position deals with complex natural resource issues involving multiple stakeholders and First Nations. The position also provides some senior budget services for the program, including expert advisory services and policy and procedures development and is accountable for supporting and leading procurement of Resource Stewardship Branch contracts.

ACCOUNTABILITIES

Career Group:

Job Family:

Job Stream:

Role:

Scientific & Technical

- Leads technical work to develop resource stewardship guidelines, objectives and standards and may provide technical advice on the development of legislation, regulations and policies.
- Determines project scope, defines project deliverables and develops project charters to align with the project requirements
- Provides senior advisory services as a specialist in a particular field of expertise in support of natural resource decision making within the program area.
- Applies technical expertise and provides direction and guidance in the development and implementation of new procedures, methods and practices.
- Leads unique and complex natural resource projects/proposals/initiatives).
- Develops and maintains a broad range of stakeholder relationships, consultation, and communication plans to achieve project and division objectives.
- Develops and implements consultation and communication plans related to natural resource projects/proposal/initiatives with attention to collaborative management.
- Provides advice to senior executive, project sponsors, and Statutory Decision Makers on land use issues, approaches and implications.
- Evaluates complex, long-term strategic resource issues/initiatives, reviews proposals and makes recommendations to Statutory Decision Makers and executive.
- May prepare and/or negotiate contracts, implement and monitor performance and authorize payment.
- Leads development and implementation of strategic and tactical plans.
- Develops, investigates, modifies, and implements procedures to support natural resource management.
- May represent the ministry or participate in formal negotiations at high profile inter-jurisdictional working groups and committees.
- Identifies potential sources of funding and participates in negotiations for funding agreements.
- Manages expenditures including negotiating terms of financial instruments (e.g., contribution agreements, grants, service agreements and contracts), defining deliverables and timelines, monitoring completion of deliverables.
- Identifies and recommends changes to ministry accounting policy, systems, procedures, and best practices.
- May supervise staff including assignment of work, development and evaluation of performance plans and approval of time and leave.

JOB REQUIREMENTS

- A Technical Diploma in a natural resource management related field (e.g., Forestry, Geography, or Natural Resource Management) and a minimum of five (5) years' experience working in a natural resource discipline; OR

Career Group:

Job Family:

Job Stream:

Role:

Scientific & Technical

- An equivalent combination of education/training
- Experience and/or training in project management
- Experience managing multiple projects or leading a component (e.g., sub-project) of a major project or regional initiative.
- Experience in managing project teams.
- Experience managing relationships with senior level stakeholders.
- Experience in implementing provincial and regional First Nations consultation procedures.
- Experience in conflict and dispute resolution principles and practices.
- Experience in budget development and estimates preparation, financial planning and analysis, budget monitoring, and preparation of reports for executive staff.
- Experience interpreting policy and/or legislation and conducting analytical research to support budget development and evaluation.
- Experience working with Indigenous peoples.

Preference may be given to applicants with:

- Experience researching policy issues and/or conducting policy analysis.
- Experience identifying trends and resolving related issues, developing workable alternatives, and/or creating project plans.

PROVISIO

- Valid B.C. driver's licence.
- 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 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 & ABILITIES

- Demonstrated knowledge of multidisciplinary issues involved in natural resource management.
- Demonstrated knowledge of environmental management legislation, regulations and policies.
- Clear written and verbal communication.
- Strong coordination and organizational skills.
- Ability to lead and facilitate.
- Knowledge in implementing provincial and regional First Nations consultation procedures.
- Knowledge of procurement, resource, and financial management.

- Knowledge of project management processes and principles.
- Knowledge of conflict and dispute resolution principles and practices.

BEHAVIOURAL COMPETENCIES

- **Decisive Insight** combines the ability to draw on one's own experience, knowledge and training and effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications and recognizing patterns and connections that are not obviously related. It translates into identifying underlying issues and making the best decisions at the most appropriate time. At higher levels, the parameters upon which to base the decision become increasingly complex and ambiguous and call upon novel ways to think through issues.
- **Engaging External Partners** identifies and involves external stakeholders in order to foster long term partnerships.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **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.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

- **Indigenous Centred Service Approach** is a desire to serve Indigenous peoples, focusing one's efforts on understanding their interests to increase the quality of the service and produce better outcomes. It implies a willingness to support Indigenous peoples in determining their own future. It involves demonstrating a welcoming demeanour, an attitude of helpful curiosity and a willingness to enter the interaction or relationship without judgment or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing Indigenous peoples as strong, vital, and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service.
- **Managing Organizational Resources** is the ability to creatively think about allocation of organizational resources (e.g., people, materials, assets, funding) to support the self-determination of Aboriginal people. It may involve taking strategic risks with organizational resources and incorporating ingenuity to maximize results. It includes the ability to look for improvements that do not require significant resourcing while committing to fully resourcing when indicated. It is collaborating with Aboriginal people to ensure that resources are allocated based on existing and further interests of their people and communities. It incorporates a means of measuring results relevant to both the BC Public Service and Aboriginal people.