

Position: **Benchmark Job #049**

Ministry: Environment, Lands and Parks

Working Title: **Regional Fisheries Biologist**

Branch: Fisheries Branch

Level: Range 24

Location: Cranbrook

NOC Code: 2121

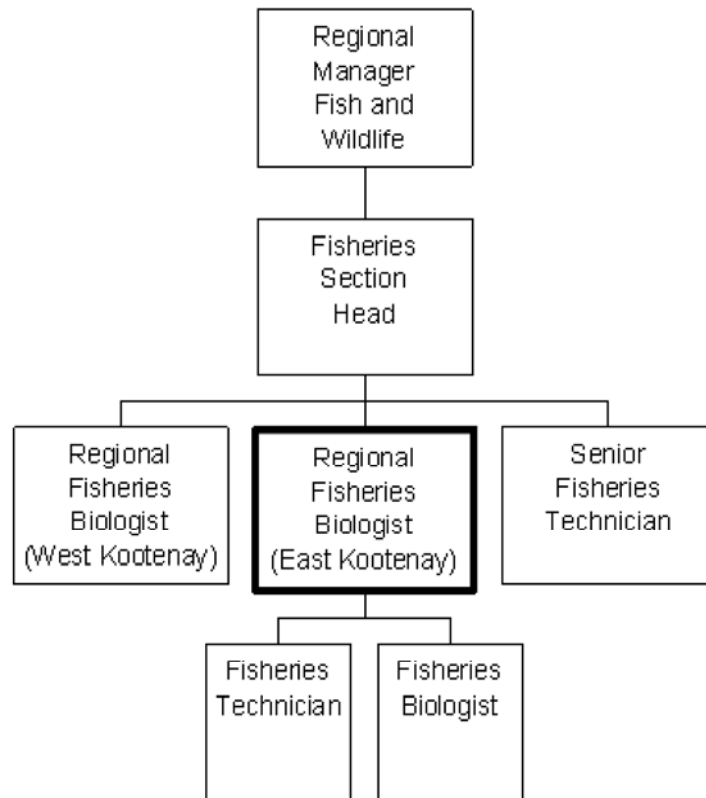
PRIMARY FUNCTION

To plan, coordinate and implement the Regional Fisheries Program in the East Kootenays.

JOB DUTIES AND TASKS

1. Plans, coordinates and implements the Regional Fisheries Program in the East Kootenays
 - a. determines appropriate levels of use based on biological capability and angler demand
 - b. designs, supervises and implements census programs for various fish species
 - c. recommends annual stocking programs
 - d. develops regulations to effect management prescriptions
 - e. develops and reviews user participation surveys and determines the applicability of survey data
 - f. develops management plans for the region or for specific lakes
 - g. participates in Provincial Committees for Small Lakes
 - h. prepares reports and edits and reviews reports prepared by staff
 - i. recommends policies and operational procedures to Section Head and Fisheries Program Director
 - j. keeps up-to-date on fisheries related scientific literature
2. Provides estimates of resource abundance and capability
 - a. determines present stock status and theoretical carrying capacity for lake, river and stream fisheries
 - b. designs and conducts surveys of fish abundance, distribution, mortality, habitat and physical factors
 - c. conducts and supervises lake and stream inventory projects in remote areas
3. Conducts fisheries enhancement by planning, directing and implementing fish enhancement projects in the East Kootenays
 - a. identifies and develops opportunities consistent with Regional priorities and the Fisheries Program Strategic Plan for consideration by the Habitat Conservation Fund
 - b. reviews enhancement opportunities submitted by stakeholders for consistency with Branch goals
 - c. develops and reviews externally funded projects for compensation and/or mitigation
 - d. determines effectiveness of enhancement prescriptions and recommends modifications
4. Participates in the preparation of regional operational plans and fisheries statements consistent with goals, objectives and policies of the Fisheries Program Strategic Plan
 - a. determines, in consultation with Fisheries Section Head, long range species management objectives
 - b. participates in species planning through national and international planning groups

- c. develops and implements monitoring programs to assess plan success in meeting objectives
- 5. Provides administrative services for the Fisheries Program
 - a. develops and recommends annual budgets of over \$100,000 and controls and monitors expenditures
 - b. prepares contracts, monitors compliance to contractual terms and conditions, certified performance for release of payment.
 - c. supervises two staff (2 FTEs), conducts performance appraisals, initiates disciplinary action and ensures crew safety
- 6. Provides expert advice and conducts applied research on Fisheries resource management
 - a. exchanges information with other government agencies, industry and special interest groups
 - b. recommends and conducts applied research projects and special studies
 - c. publishes articles in scientific journals and makes presentations to scientific conferences
 - d. participates in public meetings and workshops and provides information to the media
- 7. Performs other related duties
 - a. participates in BC Hydro projects and in native co-management of fisheries resources
 - b. operates motor boat, 4x4 vehicle and water sampling equipment



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the theory of freshwater fisheries biology to plan, coordinate and implement fisheries enhancement programs to protect and control fisheries in small lakes and streams of the East Kootenays.</p>	H	280
2	<p>MENTAL DEMANDS</p> <p>Judgement to modify fisheries enhancement techniques and approaches to ensure the best management practices for small lakes and streams in the East Kootenays.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATION SKILLS</p> <p>Persuasion required to use basic negotiation skills in presenting controversial ministry environmental positions with the media and at public meetings to gain support.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY</p> <p>Moderate coordination and dexterity required to drive vehicle on highways and logging roads and to operate boats to conduct fisheries research projects.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by regional priorities and Fisheries Program Strategic Plans, plan, coordinate and implement a fisheries projects for small lakes and streams in the East Kootenays.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Significant financial responsibility to prepare language for fisheries enhancement and survey contracts, monitor contracts and certify performance for payment.</p>	E	33

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7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</p> <p>Considerable responsibility to control processes associated with surveys, census and biological capability information and ensure the quality of information meets standards for scientific application.</p>	E	33
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES</p> <p>Responsibility to supervise biologist and technician, appraise employee performance and take disciplinary action (2 FTEs).</p>	DE	20
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</p> <p>Moderate care and attention to ensure workers follow safety procedures during field work in remote areas, including operation of electro-shockers, boats, chain saws and vehicles.</p>	C	15
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS</p> <p>Focused attention to detail to frequently read technical data and write scientific project papers and plans.</p>	C	12
11	<p>PHYSICAL EFFORT</p> <p>Relatively heavy physical effort to occasionally lift and carry heavy boats, motors, gas tanks and other equipment and to regularly hike and climb with pack.</p>	D	18
12	<p>SURROUNDINGS</p> <p>Exposure to isolated field conditions regularly while performing field work during the summer season.</p>	C	6
13	<p>HAZARDS</p> <p>Moderate exposure to hazards from regular field trips to remote areas to conduct lake and stream inventories.</p>	C	6

Total Points: 843

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