

Position: **Benchmark Job #275**

Ministry: Environment, Lands and Parks

Working Title: **Wildlife Control Conservation Officer**

Branch: Conservation Branch

Level: Range 21

Location: Cranbrook

NOC Code: 2224

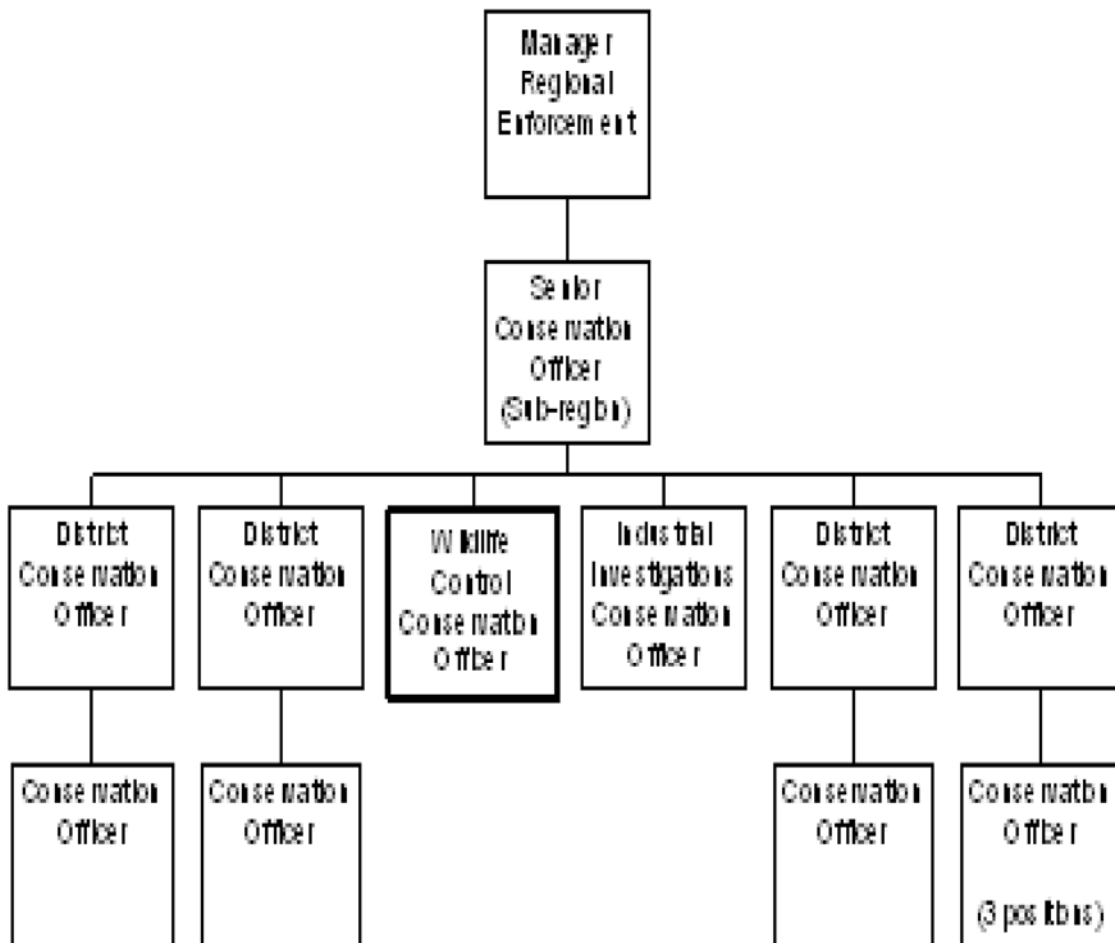
## PRIMARY FUNCTION

To conduct and administer the provision of extraordinary problem wildlife control services for the sub-region.

## JOB DUTIES AND TASKS

1. Conducts a range of wildlife control activities designed to resolve specific animal control problems
  - a. assesses requests for assistance from district conservation officers and schedules the provision of specialized wildlife control services within a region
  - b. prepares and administers contracts for supplementary wildlife control services from private contractors and assesses the abilities of contract hunters to meet the contractual terms and conditions
  - c. coordinates the involvement of conservation officers and other participants in major wildlife control projects such as searches for grizzly bears or cougars which have attacked human beings or livestock
  - d. maintains, trains and handles dogs for wildlife control work
  - e. ensures security and safe use of poisonous chemicals and baits employed for wildlife control used by conservation officers within the region and the recovery and disposal of wildlife carcasses
  - f. educates the public on the prevention and solving of wildlife control problems
  - g. evaluates public complaints regarding problem wildlife and expedites appropriate action
  - h. informs and educates the public on ways to reduce the potential of human/wildlife conflicts
2. Conducts investigations into suspected non-compliance with environmental legislation
  - a. conducts investigations into possible non-compliance with legislation by assessing information and complaints from the public and other sources, obtaining and securing evidence, interviewing and taking statements, and conducting searches
  - b. assesses information derived from investigations and decides upon appropriate course of action including exercising statutory authorities to make arrests, seize equipment, issue tickets, issue stop work orders, and recommend prosecution, penalties or permit cancellations
  - c. compiles investigation information and writes technical reports to be submitted to crown counsel or senior conservation officers
  - d. conducts patrols by vehicle, ATV, boat, aircraft, horseback or on foot to discover violations in progress or evidence of recently committed violations
  - e. cultivates enforcement contacts and information sources and develops expertise in local geography, social climate, citizen groups and government personnel
  - f. assesses and recommends the need for special or covert investigations, conducts surveillance and participates in undercover operations
3. Performs other related duties

- a. liaises with clientele to promote enforcement and wildlife control objectives
- b. operates and maintains certification of a variety of vehicular equipment and firearms and conducts emergency field repairs as required
- c. presents court evidence under oath
- d. provides training to conservation officers in wildlife control techniques
- e. prepares reports on activities
- f. exercises spending authority of up to \$500



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<b>JOB KNOWLEDGE</b> Understand the principles of environmental law enforcement to interpret and apply environmental protection legislation to investigate violations of environmental laws and regulations.	G	250
2	<b>MENTAL DEMANDS</b>	F	175

	Judgement to apply analysis and interpretation of environmental laws to independently conduct technically exacting and methodical investigation of evidence in preparation for criminal court proceedings.		
3	<p><b>INTERPERSONAL COMMUNICATIONS SKILL</b></p> <p>Persuasion required to use basic counselling skills to act in enforcement capacity, interview and take statements from witnesses and suspects, and deal with incidents on antagonism.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Significant coordination and dexterity required to operate boats through/around river rapids.</p>	D	22.5
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by environmental protection policies and legislation applies accepted investigational methods in a different way while independently investigating infractions.</p>	E	120
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Moderate financial responsibility to hire contractor using standardized and pre-approved contract language.</p>	D	22.5

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7	<p><b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b></p> <p>Considerable responsibility to control the evidence gathering process following criminal justice standards to ensure the relevance and validity of information.</p>	E	33
8	<p><b>RESPONSIBILITY FOR HUMAN RESOURCES</b></p> <p>Responsibility to provide formal training and instruction as fire arms range officer, firearms instructor, boating instructor or defensive tactics.</p>	B	9
9	<p><b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b></p> <p>Considerable care and attention to provide enforcement services by removing dangerous wildlife from locations where they are a public threat.</p>	E	40
10	<p><b>SENSORY EFFORT/MULTIPLE DEMANDS</b></p> <p>Focused attention to detail to frequently listen and observe while conducting investigations to gather evidence.</p>	C	12
11	<p><b>PHYSICAL EFFORT</b></p> <p>Heavy physical effort to frequently hike and climb through bush with pack to do foot patrols.</p>	E	24
12	<p><b>SURROUNDINGS</b></p> <p>Exposed frequently to all weather conditions in the field with no shelter while conducting investigations.</p>	D	9
13	<p><b>HAZARDS</b></p> <p>Significant exposure to hazards from frequently working alone in isolated or remote areas.</p>	D	9

Total Points: 771

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