

Position: **Benchmark Job #355**

Ministry: Environment, Lands and Parks

Working Title: **Regional Senior Fisheries Biologist**

Branch: Fish, Wildlife and Habitat

Level: Range 24

Location: Kamloops

NOC Code: 2121

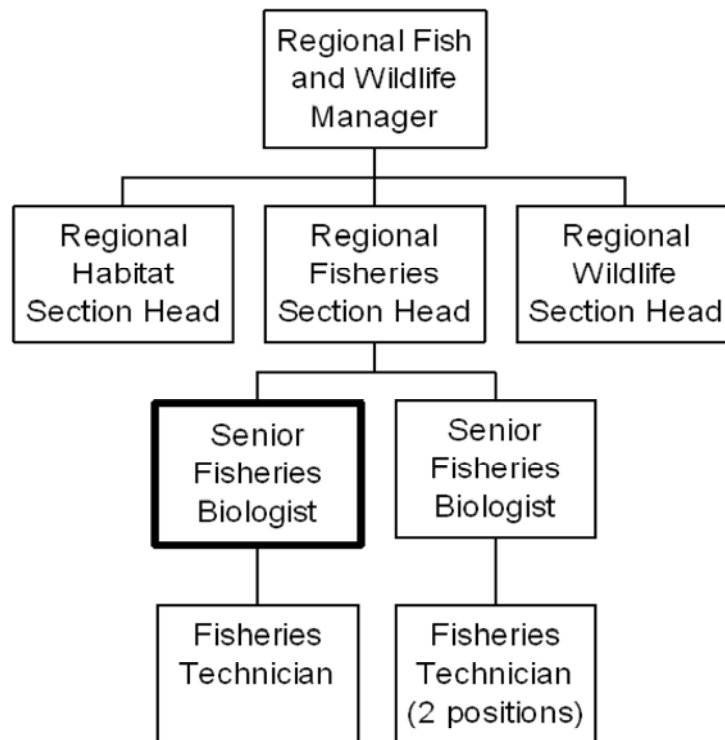
PRIMARY FUNCTION

To coordinate and implement all aspects of steelhead and resident fish management in designated river systems and to develop field projects to advance enhancement and recreation opportunities.

JOB DUTIES AND TASKS

1. Develops and coordinates a fish resource management strategy for river systems in the Thompson/Nicola subregion
 - a. provides estimates of fish stock abundance and habitat capability using current methodologies
 - b. designs, supervises and conducts field surveys on fish distribution, mortality, angler use, and related variables and performs data analysis and statistical modelling
 - c. determines appropriate harvest rates, sustainability, and capacity for regeneration
 - d. designs management strategies and prescriptions for all rivers and streams within the sub region
 - e. develops and rationalizes regulations for section head approval
 - f. develops working relationships and co-operative management agreements with First Nations
 - g. develops, in consultation with Fisheries Section Head, long range species management objectives and species management plans
 - h. participates with Department of Fisheries and Oceans (DFO) in the development and implementation of commercial fishing plans affecting an 80 million dollar industry
2. Plans and implements enhancement and rehabilitation projects for a variety of fish species in rivers within the Thompson/Nicola sub-region
 - a. identifies, recommends and implements enhancement opportunities
 - b. plans and implements the anadromous brood stock collection program
 - c. plans and co-ordinates water management strategies with a range of agencies and stakeholders in order to secure base water flows for fish habitat
 - d. develops and participates with native bands in co-operative fisheries enhancement projects
3. Performs administrative functions
 - a. develops project budget estimates, purchases equipment and supplies, prepares requisitions up to \$2,000 and administers project expenditures up to \$300,000 per project
 - b. administers contracts and drafts contract language, evaluates tenders, monitors contracts for compliance to terms and conditions, and certifies satisfactory contract performance
 - c. supervises one senior technician, appraises performance and takes disciplinary action and supervises additional seasonal employees, trainees and volunteers (2 FTEs)

- d. develops submissions to DFO including cost estimates, staff requirements, equipment needs, project timing and logistics to enhance steelhead stocks
- 4. Leads and coordinates staff of other regions in developing and implementing field programs, in co-operation with DFO, to reduce the interception of steelhead in commercial salmon net fisheries
 - a. participates in three Federal Fisheries management regions
 - b. coordinates projects with the salmon fishing industry and DFO to develop new net fishing guidelines aimed at regulation changes to minimize incidental steelhead catches
- 5. Develops and implements applied research projects dealing with river fisheries
 - a. prepares and edits scientific/technical reports and presents technical papers at conferences
 - b. develops solutions to mixed stock fishery problems
 - c. conducts field studies, utilizes data collection equipment, and attends field sites
- 6. Provides technical and professional extension service on river fisheries management
 - a. advises and consults with colleges, industry, consultants, and other agencies
 - b. participates in local and international workshops, symposia and public forums
 - c. supplies information and gives technical presentations to special interest groups and prepares and provides information for the public through media sources



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the theory of fish biology to plan fish resource management, enhancement, rehabilitation and conducts studies in river systems.</p>	H	280
2	<p>MENTAL DEMANDS</p> <p>Judgement to modify fish protection techniques to rehabilitate, enhance and manage fish stocks.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILLS</p> <p>Persuasion required to use basic counselling skills to induce cooperation and agreement with fish and game interest groups and First Nations in achieving fish protection objectives.</p>	D	45
4	<p>PHYSICAL CO-ORDINATION AND DEXTERITY</p> <p>Moderate coordination and dexterity required to operate 4x4 vehicles to attend field site locations.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by environmental protection legislation and scientific standards, plans fish management, enhancement, and rehabilitation projects.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Significant responsibility to certify satisfactory contract performance for fisheries enhancement or rehabilitation studies.</p>	E	33

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7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used in the conduct of field studies and surveys to ensure that the quality of information and data that is obtained meets scientific standards for application to fish management issues.	E	33
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise employee and seasonal staff, appraise employee performance and take disciplinary action (2 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention for the indirect well being of others by ensuring that fish resources are sustained.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently focus visually on documents and reports.	C	12
11	PHYSICAL EFFORT Relatively heavy physical effort for regular hiking and climbing with a pack when conducting field studies.	D	18
12	SURROUNDINGS Exposure to outside work in all weather conditions on a regular basis with no opportunity for shelter.	C	6
13	HAZARDS Moderate exposure to hazards from regularly working alone in remote or isolated areas.	C	6

Total Points: 843

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