

Position: **Benchmark Job #356**

Ministry: Fisheries and Wildlife

Working Title: **Sub-Regional Habitat Supervisor**

Branch: Environment

Level: Range 27

Location: Various

NOC Code: 2121

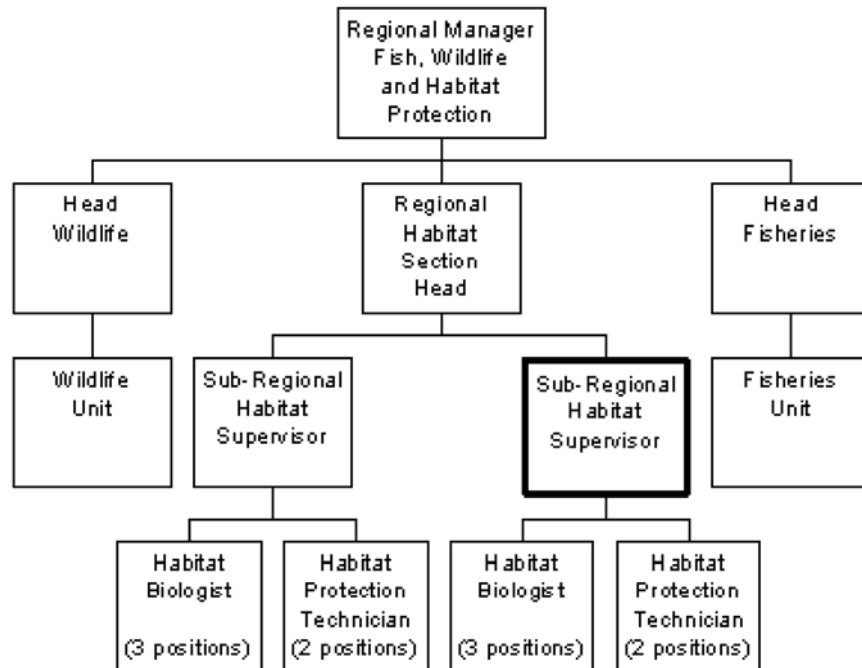
## PRIMARY FUNCTION:

To plan, coordinate and implement integrated fish, wildlife, forest and watershed resource management initiatives and to provide authoritative advice and guidance on all habitat related issues within a designated sub-region.

## JOB DUTIES AND TASKS

1. Plans, coordinates and implements fish and wildlife resource assessment and integration into regional and local integrated resource use and sustainable development planning initiatives
  - a. synthesizes and analyzes ecosystem inventory information utilizing a large number of variables
  - b. develops watershed-specific fish and wildlife management strategies and seeks mitigation and enhancement opportunities in conjunction with other resource use strategies
  - c. reviews and edits contributions from other plan components to ensure consistency and quality
  - d. develops and implements monitoring plans to ensure program goals and objectives are being met
  - e. participates in development of licensee-agency agreements for integrated resource management
  - f. conducts field inspections to do habitat assessments and identify habitat management issues
  - g. coordinates the collection of baseline habitat data through field studies, contracts and surveys
  - h. plans and develops an enhanced tracking system, electronic file transfer capabilities, document management conventions, standard word-processing products and guidelines for security
2. Provides advice and direction to Habitat Protection Biologists and Technicians in assessing current and long-term impacts of forest management on fisheries and wildlife habitats and recommends appropriate harvesting and post-harvesting silvicultural alternatives
  - a. assesses current pattern of watershed development and changes to habitat diversity and makes interpretations of potential development patterns which will likely be proposed in future plans
  - b. develops strategies to address forest harvesting impacts on downstream fisheries habitats
  - c. assesses, confirms or modifies ungulate winter range boundaries to allow certain timber harvesting proposals to proceed without jeopardizing habitat interests and goals
  - d. reviews large-scale forest fertilization proposals and assesses negative impacts on habitats
3. Provides advice and instruction in the Forest Region on silvicultural treatments and techniques recommended to maintain or enhance the suitability of habitats in second-growth forests
  - a. instructs professional staff in the operational implementation of habitat related programs
  - b. plans regional strategies for implementing recommendations of habitat related programs
  - c. provides advice to Habitat Protection staff for 5-year development plan reviews on areas recommended for silvicultural treatment to sustain long-term wildlife habitat suitability

- d. consults with government and forest industry professionals to develop and apply appropriate silvicultural strategies for wildlife habitat enhancement
- 4. Supervises staff and performs administrative activities
  - a. supervises three Habitat Protection Biologists and two Habitat Protection Technicians by allocating work, assessing performance, providing mentorship guidance and initiating disciplinary measures if required
  - b. drafts contracts for services, monitors compliance with terms and conditions and certifies satisfactory contract performance
- 5. Performs other duties
  - a. represents the region and the ministry on working groups and task forces to address policy, guidelines, development issues and cooperative resource management strategies
  - b. advises and directs Habitat Protection staff on non-forestry referrals such as floodplain management, stream channelization, pesticides, and hydro projects
  - c. prepares assessments as the regional environmental forestry specialist and investigates concerns brought forward by the public and other stakeholders



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Understand the theory of habitat biology and the interrelationship of fish, wildlife, forestry and watersheds to develop impact assessments and habitat protection prescriptions.</p>	H	280
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to plan, organize and evaluate habitat protection strategies in a designated sub-region to develop habitat protection prescriptions for forestry projects and determine alternatives to mitigate habitat impact.</p>	H	250
3	<p><b>INTERPERSONAL COMMUNICATIONS SKILL</b></p> <p>Persuasion required to use basic counselling skills to induce cooperation/agreement with industry and government officials in achieving fish and wildlife habitat protection objectives.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Moderate coordination and dexterity required to operate 4x4 units.</p>	C	15
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by environmental protection legislation and scientific standards, plans impact assessments and habitat protection prescriptions for forest projects and determines parameters under which projects can proceed.</p>	F	160
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Significant financial responsibility to certify satisfactory contract performance for impact assessment studies.</p>	E	33

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7	<p><b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b></p> <p>Considerable responsibility to control processes used in the conduct of surveys and field studies to ensure that the quality of data and information meets standards for scientific application.</p>	E	33
8	<p><b>RESPONSIBILITY FOR HUMAN RESOURCES</b></p> <p>Responsibility to supervise three Habitat Protection Biologists and two Habitat Protection Technicians, appraise employee performance and take disciplinary action (5 FTEs).</p>	DE	20
9	<p><b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b></p> <p>Moderate care and attention for the indirect well being of others by ensuring fish, wildlife, and watershed areas are protected.</p>	C	15
10	<p><b>SENSORY EFFORT/MULTIPLE DEMANDS</b></p> <p>Focused sensory concentration and attention to detail to frequently focus visually on documents and reports.</p>	C	12
11	<p><b>PHYSICAL EFFORT</b></p> <p>Relatively heavy physical effort to regularly hike and climb with a pack.</p>	D	18
12	<p><b>SURROUNDINGS</b></p> <p>Exposure to frequent outside work in all weather conditions.</p>	C	6
13	<p><b>HAZARDS</b></p> <p>Moderate exposure to hazards from regularly working alone in remote or isolated areas.</p>	C	6

Total Points: 893

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