

Ministry of Forests, Lands, Natural Resource Operations and Rural Development

Assistant Deputy Minister, Regional Operations – South Area

The Ministry of Forests, Lands, Natural Resource Operations and Rural Development is the Province's land manager, responsible for stewardship of Provincial Crown land, cultural and natural resources. Operating on a provincial land base of over 94 million hectares, the ministry ensures the sustainable management of forest, wildlife, water and other land-based resources, works with rural communities to strengthen and diversify their economies, and supports activities that provide benefits for all British Columbians both economically and environmentally.

The Assistant Deputy Minister, Regional Operations Division – South Area leads the strategic planning to deliver on the Division's mandate within the context of the Ministry's overall mandate and plan. The ADM is responsible for overall leadership of the south area, with primary accountabilities for the access to and management of land and resources, including licensing, permitting, monitoring, reporting, stewardship management, research, treatment, protection and other operational activities. The position leads First Nations engagement, collaboration and consultation on resource development agreements and land use initiatives.

The South Area encompasses the Kootenay Boundary Region, the Cariboo Region and the Thompson Okanagan Region, covers two time zones, several mountain ranges and a geographic area of 250 000 square kilometres in southern British Columbia. An estimated 682,000 people reside within the area boundary, and approximately 87 First Nations Bands and tribal councils are located within the three regions. Populations within the South Area, especially within the Thompson Okanagan Region, continue to grow, resulting in significant urban interface pressures, such as fuel and watershed management, dominating regional operations.

This challenging opportunity works in a changing environment which requires both strategic thinking and strong management and leadership skills. You are an articulate, dynamic, self-directed and problem-solving leader. You must be able to translate political and policy direction into action using positive working relationships both inside and outside government.

This position can be located in Kamloops, Cranbrook or Williams Lake, BC. A detailed role description and complete listing of qualifications is below. To express your interest in this opportunity, please submit your cover letter and resume to Executive.Recruitment@gov.bc.ca by June 27, 2018. The appointee will be required to consent to a criminal record check. Thank you to all who express interest.

Ministry of Forests, Lands, Natural Resource Operations and Rural Development
Assistant Deputy Minister, Regional Operations – South

Role Profile

Ministry Overview

The Ministry of Forests, Lands, Natural Resource Operations and Rural Development is the Province's land manager, responsible for stewardship of Provincial Crown land, cultural and natural resources. Operating on a provincial land base of over 94 million hectares, the ministry ensures the sustainable management of forest, wildlife, water and other land-based resources, works with rural communities to strengthen and diversify their economies, and supports activities that provide benefits for all British Columbians both economically and environmentally. The ministry protects public safety through wildfire prevention, mitigation and suppression strategies and facilitates safe public access to a wide range of recreational activities such as hunting, fishing and access to British Columbia's wilderness and backcountry.

The ministry is responsible for policy development, operational management and implementation, and administers all or part of 62 statutes and associated regulations.

Position Overview

The Assistant Deputy Minister (ADM), Regional Operations Division – South provides overall leadership for the south area of the province with primary accountabilities for:

- Access to and management of land and resources in British Columbia;
- Licensing, permitting, administration, monitoring, reporting, stewardship management, research, treatment, protection and other operational activities in relation to forests, lands, fish, wildlife, invasive species, rangeland, water, soil, mining resources and recreation;
- Species at risk, hunting, angling and trapping, watershed restoration;
- Habitat and ecosystem management;
- Aquaculture, marine planning, regional dam and dike safety and regulation, regional drought and flood management;
- First Nations consultation and resource development agreements, land use initiatives within regions;
- Provincial operations for FrontCounter BC and Range;
- Operation of regional offices providing client access to natural resource authorizations (Front Counter BC), geographic information and Crown land sales; and,
- Support and resource authorizations for major projects.

The ADM will proactively develop strategic plans relating to the overall delivery of the Division's mandate. These plans must be consistent with government's goals and intentions; reflect consideration of their relationship to cross sector and cross-government plans including citizen-centred and integrated service delivery, communications, budgetary, legislative and intergovernmental strategies; and fit within the context of the Ministry's overall plan.

Ministry of Forests, Lands, Natural Resource Operations and Rural Development
Assistant Deputy Minister, Regional Operations – South

Role Profile

The position establishes and maintains close liaison and effective working relationships with senior representatives of other provincial agencies, other provincial governments, the federal government, industry and resource development businesses, trade unions and business organizations, agencies regulating natural resource professionals, stakeholder groups, local governments, First Nations, academic institutions and community and environmental interest groups.

The position also contributes significantly to the province's international image through talks, publications and other public relations activities regarding natural resource management in British Columbia.

The ADM participates as a member of the Ministry's Executive Committee providing corporate strategic leadership and direction to the Ministry and is accountable for the outcomes and deliverables assigned to the Division.

The ADM is expected to provide expert, strategic advice to the Associate Deputy Minister, Deputy Minister, Minister and, where appropriate, the Premier and Cabinet. Advice should be based on sound research and analysis and appreciate linkages to a broad range of considerations.

The ADM is also responsible to the Division's staff and must work to maximize engagement, the productivity of the Division, implement the corporate human resources initiatives of government, and make the public service an employer of choice.

The ADM has close links to the Associate Deputy Minister, Deputy Minister, Minister, Ministry ADMs and Executive Directors, Federal government departments and other provincial government ministries and agencies (e.g. Ministries of Environment; Agriculture; Indigenous Relations and Reconciliation; and, Energy, Mines and Petroleum Resources), and various stakeholder groups (e.g. local municipal and regional district governments, MLAs, BC Cattlemen, Guide Outfitters Association of BC, BC Wildlife Federation, Council of Forest Industries, Interior Lumber Manufacturers, Coast Forest Products Association, Mining Association of BC, and Association for Mineral Exploration).

Responsibilities

- Provide leadership regarding regional operations outcomes, accountabilities and deliverables for the South Area of the province.
- Work collaboratively with other regional and provincial operations divisions and other ministries to achieve a team government approach to government's priorities.
- Advise the Associate Deputy Minister, Deputy Minister, Minister and government on broad policy, standards and regulatory issues affecting the achievement of the government's social, economic and fiscal policy priorities.
- Identify and justify the resource requirements needed to fulfil the mandate of the Division, and monitor and control fiscal, human and physical resources.

Ministry of Forests, Lands, Natural Resource Operations and Rural Development
Assistant Deputy Minister, Regional Operations – South

Role Profile

- Develop a strong management and professional team that enable staff to contribute effectively to the realization of Division goals and objectives.
- Participate in determining the strategic direction and policies of the Ministry as a member of the Ministry Executive Committee.
- Provide direction to ensure programs and initiatives are coordinated with those of other provincial and federal ministries, government agencies, Crown corporations and stakeholders.
- Communicate publicly on Division and Ministry programs on behalf of the Deputy Minister and Minister.
- Represent the Ministry and government on a variety of committees and at public forums at the provincial, national and international levels.
- Directly assist the Minister in the legislature on questions during the annual Estimates Debate and regarding legislation.

Qualifications

The successful candidate will be a dynamic, creative and self-directed executive who thrives on demanding work challenges, works effectively in a public sector political environment, and understands and has experience working within the natural resources management field.

The ADM must maintain a record of establishing proactive and positive relationships at senior levels within organizations, using sound negotiating skills to the benefit of all partners, managing and motivating staff, building strong and positive work relationships at all levels, and demonstrating strong influence management abilities.

This opportunity requires post-secondary education; extensive experience providing strategic and business leadership; an understanding of the challenges, complexities and issues inherent in stewardship; and, a record of success in a public profile position dealing with Ministers, senior government officials, the media, and a variety of stakeholder groups.

Candidates must maintain a record of success as a leader who establishes goals, accomplishes change, develops people and teams, builds relationships, solves problems, and ensures accountability.

In carrying out this senior executive role, the ADM is expected to exemplify the characteristics of leadership, teamwork, ethics, strategic vision, diplomacy, tact and discretion. The ADM must build and maintain effective and efficient alliances with ADM-level counterparts in the ministry, the natural resource sector, across government and other agencies.

Exceptional communication skills, along with the ability to effectively manage a diverse portfolio of stakeholders in complex environments with competing priorities, are required.

In addition, a proven track record of establishing goals, developing people and teams, and building strong collaborative trusting relationships across various stakeholder groups is

**Ministry of Forests, Lands, Natural Resource Operations and Rural Development
Assistant Deputy Minister, Regional Operations – South**

Role Profile

required. Strong problem-solving abilities and creating innovative solutions, engendering trust, and integrity are also desired assets.

The appointee will be required to consent to a criminal record check.

Competencies

To achieve government's **Vision**, ADMs must position and structure their organization to maximize its effectiveness. ADMs practice **Strategic Thinking** in translating the vision to goals and strategies, and support their accomplishment through facilitation and leading change.

In **Stakeholder Relationships**, ADMs ensure that they are enhancing the organization's relationships with external partners and stakeholders. This includes building strategic alliances, managing conflicts, negotiating effectively, and effectively communicating ideas, analyses and proposals to stakeholders.

ADMs model **Integrity and Authenticity**, building a culture of trust, integrity, risk taking and creative thinking in the organization through demonstrating personal integrity, using feedback to self-improve, following through on commitments and acting consistently with the values and culture of the organization.

In **Leading People**, ADMs must motivate, empower and lead employees to accomplish goals and objectives, rewarding high performance, promoting empowerment and developing their employees, providing opportunities for growth, and managing issues with their organization.

The professional values of the BC Public Service . . .

Courage, Teamwork, Curiosity, Service, Passion, Accountability

Always with integrity