

**TITLE: PRACTICES FORESTER**

**CLASSIFICATION: LSO 2**

**JOB OVERVIEW**

*The Practices Forester is accountable for performing a wide variety of professional services including operational planning, cut block and forest road layout and development, planning and evaluating silviculture activities, and ensuring compliance with the Forest Stewardship Plan. The range of duties assigned to a particular Practices Forester will vary from Business Area to Business Area due to the geographic location, apportionment and management requirements.*

**ACCOUNTABILITIES**

**Key Relationships:**

- Fosters and maintains working relationships with licensees, agencies, First Nations and stakeholders /special interest groups, professional private-sector service providers and the general public including coordination and implementation of stakeholder processes and protocols as they apply to block development.

**Pre-harvest sale development and Harvest conformance:**

- Identifies resources such as riparian areas, fish and wildlife habitat, scenic areas and domestic water supplies that may be impacted by forest development
- Consults with subject matter experts and/or agencies where required on technical and professional assessments, and issues.
- Supports First Nations consultation requirements in cooperation with the planning forester.
- Ensures required professional assessments (e.g. Archaeological Impact Assessments, Cultural Feature Inventories, Terrain Stability Assessments, Visual Impact Assessments, Riparian Assessments, Species at Risk and other Certification Required Assessments etc.) are completed for development proposals and develops mitigation strategies at a landscape and site level which are integrated into plans and prescriptions.
- Coordinates field checks and office reviews of cut blocks and roads to confirm block development information and data and ensure accuracy and legal compliance.
- Identifies and reviews silviculture options and ensures harvest plans, site plans and regeneration / stand management prescriptions are completed in accordance with operational, legislative, and professional requirements.
- Prepares and signs and seals site plans, including site plans that may require particular attention due to unusual and/or complex issues or constraints.
- May be required to sign-off on bridge plans and installation certifications for bridges on BCTS Forest Service Roads.
- Prepares and / or reviews appraisals, cruising data and professional volume estimates and submits as required.
- Ensures operational plans are consistent with higher level planning, and appropriate and verifiable for the managed resource.
- Provides professional expertise in Timber Sale License (TSL) pre-work sessions with the Licensee, during harvest operations and at post-harvest as required.

- Provides all necessary information and data to Woodlands Supervisors and Planning Foresters as required.

#### **Oversees Site Regeneration Activities for TSLs:**

- Schedules site regeneration for TSLs considering the specific geographic, timber type and eco-system factors, and BCTS business and financial objectives.
- Prepares annual seed and seedling sowing requests.
- Monitors inventory of seed/seedling stocks, identifies potential shortages, and finds appropriate suppliers, or initiates cone collections, in consultation with Nursery and/or Seedling Services personnel.
- Oversees and/or performs site suitability, degradation, regeneration and free growing surveys and assessments.
- Amends Site Plans (SP) and applies for variances where required and submits applications within timeframes.
- Monitors and evaluates silvicultural activities and liabilities.
- Prescribes changes to silvicultural regimes to bring about compliance with Forest Stewardship Plans and Ministry standards and monitors implementation.
- Monitors legal silviculture obligations and declares milestones.

#### **Oversees Forest Health activities for the Field Team:**

- Reviews forest health technical reports and surveys and assesses potential impact on forest planning and development.
- Prescribes forest health management strategies and treatment regimens and oversees and monitors implementation.
- Ensures forest health issues are taken into account in all aspects of operational forest planning and prescriptions.

#### **Performs the role of Contract Manager:**

- Defines and negotiates contract terms and deliverables which support Business Area goals.
- Manages and administers contracts to ensure services provided meet contracted specifications and requirements.
- Undertakes appropriate actions to remedy contract insufficiencies/breaches.
- Ensures contractors who develop SPs for BCTS understand BCTS stewardship and business requirements, financial objectives and meet required documentation formats and processes.
- Assesses and evaluates the SPs and schedules, including site conditions, ecological information, site assessments (e.g. visual impact, pest etc.), management measures (e.g. riparian reserves, vegetation management etc.), soil conservation, silviculture systems, stocking requirements and mapping requirement to ensure compliance with requirements specified in the contract and BCTS business and financial requirements; recommends acceptance, further review or rejection.
- Authorizes or rejects payment based upon performance.
- Evaluates contract costs and effectiveness and reports findings to the Woodlands Supervisors.
- Supports Woodlands Supervisor in budget development.

**Other:**

- Provides expertise in developing, , monitoring and updating database information for tenure management, appraisal submission, and silviculture declarations in various BCTS and government databases and reporting systems.
- Submits various plans and progress reports to Woodlands Supervisors and others to meet legislative obligations or internal performance, planning and reporting requirements.
- Maintains accurate records and data necessary for purposes of demonstrating due diligence and as required by the Environmental Management System, or other relevant certification schemes.
- Supports Woodlands Supervisor and others during audits or reviews that fall within the scope of this position's responsibility.

**JOB REQUIREMENTS**

- A Registered Professional Forester (RPF), or be eligible for registration as an RPF with the Association of BC Forest Professionals (ABCFP) and two years (gained within the last five years) of experience in operational forestry such as forest tenures, cut-block and road development, engineering, silviculture, harvest operations or compliance and enforcement.
- Must possess at minimum a valid Class 5 B.C. Driver's License that does not limit or restrict the ability to conduct the duties of the job.

**PROVISOS**

- Must be willing and able to withstand the rigors of fieldwork.
- Must be willing to work in adverse weather conditions.
- Must be willing and able to travel to meet job requirements.
- Must be willing and able to travel in fixed and or rotary winged aircraft and or watercraft.

**PREFERENCE STATEMENT**

- Applicants with specific forestry experience in one or more operational field-based forestry activities such as forest tenures, cut-block and road development, engineering, silviculture, harvest operations, planning integrated resource management or forestry contract administration.

**KNOWLEDGE, SKILLS AND ABILITIES**

- Basic knowledge of the structures and mandates of the Ministry of Forests, Lands and Natural Resource Operations and BC Timber Sales.
- Knowledge of related legislation and regulations and the ability to interpret and apply legislation, policy and procedures.
- Knowledge of cost and benefit analysis and financial management and control.
- Knowledge of contract and project administration.
- Knowledge of safety procedures and practices as they relate to forestry activities.
- Knowledge in one or more of the following forestry fields: planning, timber development, appraisals, or silviculture.
- Ability to plan, organize, administer and monitor multiple projects and contracts simultaneously.
- Ability to identify, analyze and develop innovative solutions for operational and technical problems

- Ability to develop, monitor and evaluate results of operational processes
- Ability to conduct and analyse data for technical reviews and inspections.
- Ability to assess situations quickly and take appropriate and safe action.
- Ability to observe, report and maintain accurate records
- Ability to communicate clearly and effectively both verbally, in writing (respond to public inquiries, drafting professional reports and briefing materials), and or as a public presentation.
- Ability to use computer applications (such as GIS software, spreadsheets, databases, electronic mail, and word processing) to enter and retrieve data and create and edit a variety of effective correspondence and reports.

### **BEHAVIOURAL COMPETENCIES**

- Building Partnerships with Stakeholders is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder. (L2)
- Information Seeking is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less-focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use. (L3)
- Planning, Organizing and Coordinating involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate. (L3)
- Problem Solving/Judgment is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions. (L3)
- Results Orientation is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation. (L3)
- Service Orientation implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches/divisions, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client. (L3)
- Teamwork and Co-operation is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views. (L3)