



TITLE: ECOSYSTEM BIOLOGIST

CLASSIFICATION: BIOLOGIST 18

MINISTRY: ENVIRONMENT

WORK UNIT: HABITAT PROTECTION

SUPERVISOR TITLE: ECOSYSTEM BIOLOGIST

SUPERVISOR POSITION #: 00038383

JOB OVERVIEW

To provide a range of technical monitoring (e.g., compliance, inventories) and reporting to support ecosystem management activities.

ACCOUNTABILITIES

- Inspects field sites to verify compliance with established permits or licenses, in relation to legislative requirements.
 - a. Conducts compliance monitoring and inspections for foreshore development, other works authorized under Section 9 of the *Water Act* and Ungulate Winter Range (UWR) established under the *Forest and Range Practices Act*.
 - b. Conduct effectiveness and compliance monitoring of Range Use Plans authorized by Ministry of Forests and Range on Crown UWR (specific criteria/input from MOE), Old Growth Management Areas and Wildlife Tree Patches.
- Conducts implementation and effectiveness monitoring of Ecosystem Restoration treatment areas to assess results and validate management actions.
 - a. Incorporates knowledge of local conditions to develop case specific solutions.
- Conducts implementation monitoring of provisions for fish and wildlife habitat incorporated into *Land Act* tenures.
- Conducts invasive plant inventories in priority Parks and Conservation Properties and aquatic invasive species monitoring in high threat areas. Additional work may include hand pulling invasive plant species in key riparian or sensitive areas.
- Conducts compliance monitoring of Access Management Areas (AMA) with emphasis on the Columbia River Wetlands Wildlife Management Area. Conduct field reviews of existing AMAs to GPS sign and closure points and assess site conditions.
- Conducts other duties as required

JOB REQUIREMENTS

- Degree in Biology or equivalent in the natural resource field.
- Work experience in a related field.
- Knowledge of technical resource management and related acts and regulations.
- Valid B.C. driver's licence.

- Meet safety standards of Work Safe BC.
- May be required to operate a variety of equipment.
- Conduct field work which may include travel to remote areas by vehicle, boat, air or foot, overnight or extended stay in rough camp conditions and outdoor work in all weather conditions.
- Carry equipment and supplies in difficult terrain.



TITLE: ENVIRONMENTAL BIOLOGIST

CLASSIFICATION: BIOLOGIST 21

CONTEXT - FOR REVIEW PURPOSES ONLY - PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

*This job profile works under the guidance of a more senior biologist and is an entry level professional job.
This job may be used for temporary project work.*

JOB OVERVIEW

To provide professional biology services to support environmental stewardship.

ACCOUNTABILITIES

Required:

- Contributes to the development and implements programs, projects and/or initiatives for the maintenance, protection and/or recovery of species and/or ecosystems.
- Drafts methodologies and plans; implements and documents surveys, inventories or other collection of biological samples or specimens.
- Reviews published and unpublished research data, uses statistical techniques to analyse, quantify and synthesize data, including the use of advanced spatial analysis tools.
- Develops recommendations and drafts science-based reports, standards and/or decision support tools.
- Documents methodology, information sources and content to scientific standards.
- Works in partnership with stakeholders such as guides, hunters, trappers, First Nations groups, public and industry on environmental issues.
- Writes extension and other communication materials.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY - PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND "CUT AND PASTE" TO THE "REQUIRED" SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Prepares and/or negotiates contracts, monitors performance and authorizes payment.

JOB REQUIREMENTS

- Degree in biological sciences or equivalent.
- Registered (or eligible) as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology within six months of employment.
- Experience in biological sampling, analysis and reporting.
- Valid B.C. driver's licence.

Career Group:

Scientific & Technical

Job Family:

Resource Management

Job Stream:

Biology

Role:

Professional

Revised Date:

August 2011

- Meet safety standards of Work Safe BC.
- May require the operation of a variety of equipment.
- Conducts field work which may include the following: travel to remote areas by vehicle, boat, air or foot, overnight or extended stay in rough camp conditions and outdoor work in all weather conditions.
- Ability to carry equipment and supplies in difficult terrain.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).**

BEHAVIOURAL COMPETENCIES

- **Decisive Insight** combines the ability to draw on one's own experience, knowledge and training and effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications and recognizing patterns and connections that are not obviously related. It translates into identifying underlying issues and making the best decisions at the most appropriate time. At higher levels, the parameters upon which to base the decision become increasingly complex and ambiguous and call upon novel ways to think through issues.
- **Engaging External Partners** identifies and involves external stakeholders in order to foster long term partnerships.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **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.

FOR REVIEW PURPOSES ONLY — SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS SEE [Index](#).

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TITLE: ECOSYSTEMS BIOLOGIST

CLASSIFICATION: BIOLOGIST 24

CONTEXT - FOR REVIEW PURPOSES ONLY -- PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

This job profile works in a field location and reports to a senior bargaining unit supervisor.

JOB OVERVIEW

To develop and implement ecosystem conservation, restoration and enhancement projects in urban, agricultural and/or forest settings.

ACCOUNTABILITIES

Required:

- Develops local ecosystem management practices based on biological assessments, changes to habitat diversity, anticipation of future patterns and impacts.
- Develops mitigation strategies for major and/or high risk project developments by conducting impact assessments and inspections, gathering data and recommending the approval/rejection of development applications to the supervisor.
- Develops management strategies and plans including species at risk recovery plans and ensures goals are represented in land use planning processes.
- Models, simulates and forecasts biological inventories.
- Develops science-based solutions to resolve environmental stewardship issues.
- Develops conservation risk assessments for protected areas.
- Monitors industrial, recreational and commercial activities to ensure compliance with ecosystem protection standards and/or the terms of specific permits.
- Conducts stakeholder consultations relating to the outcome and impacts of ecosystem projects and negotiates with industry, First Nations and government officials in achieving habitat protection objectives.
- Develops and promotes working relationships with internal and external partners, stakeholders, and government agencies to achieve program or project objectives.
- Conducts environmental assessments to determine if legal objectives or regulatory requirements have been met, gathers evidence, documents findings and refers serious non-compliance issues to supervisor.
- Acts as an expert witness for cases that appear in court.

Optional Accountabilities: – FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND “CUT AND PASTE” TO THE “REQUIRED” SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Provides technical advice and recommendations on the conditions, terms and approval/rejection of park use permits.
- Prepares and/or negotiates contracts, monitors performance and authorizes payment.
- Writes scientific papers for refereed journals on subjects related to specialty area.

JOB REQUIREMENTS

- Degree in biological sciences or equivalent.
- Registered (or eligible) as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology within six months of employment.
- Experience in conducting environmental monitoring and assessments.
- Valid B.C. driver's licence.
- Meet safety standards of Work Safe BC.
- May require the operation of a variety of equipment.
- Conducts field work which may include the following: travel to remote areas by vehicle, boat, air or foot, overnight or extended stay in rough camp conditions and outdoor work in all weather conditions.
- Ability to carry equipment and supplies in difficult terrain.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position.**)

BEHAVIOURAL COMPETENCIES

- **Engaging External Partners** identifies and involves external stakeholders in order to foster long term partnerships.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **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.

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PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.



TITLE: BIOLOGY SPECIALIST

CLASSIFICATION: BIOLOGIST 27

CONTEXT - FOR REVIEW PURPOSES ONLY -- PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

This job profile reports to an excluded manager at the Business Leadership level. The job is a recognized ministry expert in a specialty area (i.e. botany, ecology, ungulates or entomology).

JOB OVERVIEW

To be the lead ministry expert in a specialty area within the field of biology.

ACCOUNTABILITIES

Required:

- Provides specialist advice to professional staff in the interpretation and application of provincial legislation, regulations, policies, best practices/new developments and assists with the resolution of complex environmental management issues.
- Develops management strategies and plans in field of expertise.
- Prepares science-based reports and documents such as ministry submissions, standards of practice, briefing notes, feasibility reports, evaluation reports, and project management documents.
- Models, simulates and forecasts biological inventories.
- Leads the development of environmental guidelines, objectives and standards and provides scientific advice on the development of legislation, regulations and policies.
- Leads province wide projects and leads project planning sessions to determine project scope, define deliverables, develop charters, lead project staff and pursue funding.
- Develops science-based solutions to resolve environmental stewardship issues.
- Develops and promotes working relationships with internal and external partners, stakeholders, and government agencies to achieve program or project objectives.
- Represents the ministry at high profile inter-jurisdictional working groups.
- Conducts and/or oversees scientific research studies to develop, implement and promote innovative concepts.
- Evaluates the program and identifies opportunities to improve effectiveness and makes recommendations to senior management.
- Prepares and/or negotiates contracts, monitors performance and authorizes payment.

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- Designs and conducts laboratory and field studies to answer questions about biodiversity or to test new theories or approaches.
- Provides specialist support through the approval of permits and plans, completion of assessments and monitoring and compliance activities.
- Writes scientific papers for refereed journals on subjects related to specialty area.
- Negotiates agreements relating to environmental and resource management plans with other levels of government and industry.
- Acts as an expert witness for cases that appear in court.

JOB REQUIREMENTS

- Degree in biological sciences or equivalent.
- Registered (or eligible) as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology within six months of employment.
- Experience interpreting and applying environmental management legislation, regulations and policies.
- Advanced scientific knowledge of a speciality area.
- Experience conducting public consultation processes dealing with environmental management issues.
- Valid B.C. driver's licence.
- Meet safety standards of Work Safe BC.
- May require the operation of a variety of equipment.
- Conducts field work which may include the following: travel to remote areas by vehicle, boat, air or foot, overnight or extended stay in rough camp conditions and outdoor work in all weather conditions.
- Ability to carry equipment and supplies in difficult terrain.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).**

BEHAVIOURAL COMPETENCIES

- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.

- **Engaging External Partners** identifies and involves external stakeholders in order to foster long term partnerships.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **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.

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TITLE: SECTION HEAD, BIOLOGIST

CLASSIFICATION: BIOLOGIST 30

CONTEXT - FOR REVIEW PURPOSES ONLY - PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

This job profile provides oversight for a headquarters or regional program and reports to an excluded manager at the Business Leadership level.

JOB OVERVIEW

To provide supervision and professional oversight for a regional or headquarters program, including managing staff and financial resources, managing stakeholder relationships, applying legislation, policies and professional standards in a consistent manner, participating in provincial policy development, and overseeing program delivery and professional projects.

ACCOUNTABILITIES

Required:

- Supervises professional and technical staff including assignment of work, development and evaluation of performance plans (EPDP's) and approval of leave.
- Develops business plans and implements assessment, conservation and enhancement activities.
- Recommends environmental management and conservation strategies to guide human activities.
- Leads projects to address large-scale issues or initiatives and leads project planning sessions to determine project scope, define project deliverables and develop project charters.
- Coordinates and oversees operational activities as outlined by business objectives and governed by regulatory, safety and professional standards.
- Develops and promotes working relationships with internal and external partners, stakeholders, First Nations and government agencies to achieve program objectives and negotiate agreements (i.e. negotiation of multi-sector annual commercial fishing plans).
- Represents the Ministry at inter-jurisdictional working groups and/or committees (e.g. regional species recovery and conservation programs, corporate information sharing partnerships and education initiatives).
- Directs staff in appropriate interpretation and application of provincial legislation, policies, regulations and external professional standards; and shares knowledge and expertise in speciality area.
- Provides professional area input into the development of provincial standards, regulations, and/or policies.
- Evaluates program delivery, identifies opportunities to improve effectiveness and makes recommendations to senior management.

- Prepares briefing notes, feasibility reports, project documents, evaluation reports and business development documents.
- Manages a program budget and acts as expense authority.
- Prepares and/or negotiates contracts, monitors performance and authorizes payment.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND “CUT AND PASTE” TO THE “REQUIRED” SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Oversees permitting and licensing activities.

JOB REQUIREMENTS

- Degree in biological sciences or equivalent.
- Registered (or eligible) as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology within six months of employment.
- Experience interpreting and applying environmental management legislation and policy.
- Experience leading staff on projects or program delivery.
- Experience negotiating agreements with other levels of government or First Nations.
- Valid B.C. driver's licence.
- Meet safety standards of Work Safe BC.
- May require the operation of a variety of equipment.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position.**)

BEHAVIOURAL COMPETENCIES

- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.
- **Engaging External Partners** identifies and involves external stakeholders in order to foster long term partnerships.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **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.

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Career Group:
Scientific/Technical

Job Family:
Resource Management

Job Stream:
Biology

Role:
Professional

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August 2011
Page 12

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